UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
01-CA-299996	7-25-2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. 208-318-2212	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C)	g. e-mail hschultz@starbucks.com	
874 Commonwealth Ave, Brookline, MA 02446		h. Number of workers employed 30	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage		
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	B(a), subsections (1) and	
(list subsections) (5) and (3)	of the National Labor Re	elations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practice	es affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act and engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following, which began immediately after workers at the store voted to be represented by the Union: Engaging in massive reduction of hours; threatening discipline; stricter enforcement of policies; imposing a new availability policy; failure to give notice or an opportunity to bargain to the Union over any of the above. The Union requests relief under Section 10(j) of the Act.			
Full name of party filing charge (if labor organization, gowers United)	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street, Philadelphia, PA 19103		4b. Tel. No. 267-709-4037	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail richard.minter@workers-united.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United, a/w SEIU			
, I declare that I have read the about	ARATION ve charge and that the statements	Tel. No. 716-608-3427	
are true to the best of my knowledge and belief. Ian Hayes, Attorney		Office, if any, Cell No.	
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No.	
Hayes Dolce Address 135 Delaware Ave., Ste. 502, Buffalo, NY	Y 14202 Date 7-25-22	e-mail ihayes@hayesdolce.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
01-CA-302321	8/29/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File all original with NERB Regional Director for the region in		urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Ave. South, Suite 800	Howard Schultz, CEO	g. e-ma
Seattle, WA 98134	(b) (6) (b) (7)(C)	hschultz@starbucks.com
	(b) (6), (b) (7)(C)	h. Niverbau of condense area acced
135 Tallcotville Rd., Vernon CT 06066		h. Number of workers emp oyed 28
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (3); (5)	of the National Lab	or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Bas s of the Charge (set forth a clear and concise state In 2022, the above-named Employer cactivity. In late 2022, the above-named Employer cunion activity. In addition, the Employer denied to 2021 termination. The Employer did not give notice or an opport	disciplined (b) (6), (b) (7)(C) in response to union yer terminated (b) (6), (b) (7)(C) in response to ed the employee (b) (6), (b) (7)(C) Weingarten rights during the bargain in violation of its obligations.	n activity and to discourage union union activity and to discourage ng an investigatory conversation that
to bargain over both the discipline and the term 3. Fu name of party f ng charge (if labor organization, g		
Workers United	,	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Te . No.
22 South 22nd Street	,	(646) 448-6414
Philadelphia, PA 19103		4c. Ce No.
		4d. Fax No.
		(215) 575-9065
		4e. e-ma
		rminter@pjbwu.org
5. Fu name of nat ona or nternat ona abor organ zat or	n of which it is an aff ate or constituent unit (to be filled	ld in when charge is filed by a labor organization)
Workers United a/w SEIU	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
6 DECL	ARATION	Te . No.
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		(716) 912-3480
		Office, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
Address135 Delaware Ave., Ste. 502, Buffalo, NY	•	e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE		
Case Date Filed		
02-CA-304431	9-30-22	

EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer		b. Tel. No.	
Starbucks Corporation		206-318-2212	
		c. Cell No.	
d. Address (Street, city, state, and ZIP code) e. Employer Representative		f. Fax No.	
13-25 Astor Place	(b) (6), (b) (7)(C)		
New York, NY 10003		g. e-mail	
		@starbucks.com h. Number of Workers Employed	
		n. Number of workers Employed	
		29	
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service		
wholesaler, etc.)			
Coffee shop	Food and beverage		
	is engaging in unfair labor practices within the mea		
	labor practices are practices affecting commerce will rithin the meaning of the Act and the Postal Reorgar		
Basis of the Charge (set forth a clear and concise)	e statement of the facts constituting the alleged unfi	air labor practices)	
3 (3	. ,	
See attachment.			
3. Full name of party filing charge (if labor organiza	tion, give full name, including local name and numb	er)	
Workers United			
4a. Address (Street and number, city, state, and ZI		4b. Tel. No.	
305 Seventh Avenue, 7th Floor, New Y	ork, NY 10001	(212) 475-3131	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail	
		jkelly@workersunitednynj.org	
9	ization of which it is an affiliate or constituent unit (t	o be filled in when charge is filed by a labor	
organization)			
Workers United, a/w Service Employees	International Union		
6. DECL		Tel. No.	
I declare that I have read the above charge and that the statements are true to the best of my		212-356-0237	
knowledge and belief.		Office, if any, Cell No.	
Red S. It	Rachel Paster, Attorney	718-683-1857	
(signature of representative or person making ch	(Print/type name and title or office, if any)	Fax No.	
Address: Cohen, Weiss and Simon LL	P Date: 9/30/2022	e-mail	
900 Third Ave. Suite 2100		rpaster@cwsny.com	
New York, NY, 10022			
- 		7	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) $PRIVACY\ ACT\ STATEMENT$

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seg.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT

Section 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- 1. On or about (b) (6), (b) (7)(C), 2022, the above-named Employer failed and refused to bargain in good faith with the Union by discharging employee (b) (6), (b) (7)(C) without providing the Union notice or an opportunity to bargain over the decision to discipline or the extent of the discipline.
- 2. Since on or about (b) (6), (b) (7)(C) 2022, the above-named Employer has failed and refused to bargain with the Union at its request over the discipline issued to (b) (6), (b) (7)(C) and the extent and effects of the discipline.
- 3. Within the past six months, the above-named Employer has failed and refused to provide relevant information initially requested by the Union on discharge of employee (b) (6), (b) (7)(C).

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case Date Filed		
02-CA-304557	October 3, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Starbucks Corporation		(206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
Specific Store Addresses listed in	10.1.1. 070	g. e-mail
Attachment B	Howard Schultz, CEO	hschultz@starbucks.com
		h. Number of workers employed
		Approx. 40
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the 2. Basis of the Charge (set forth a clear and concise states)	tices are practices affecting commerce within the mear ne Act and the Postal Reorganization Act.	ning of the Act, or these unfair labor practices
See Attachments A and B.		
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		16. 3511115.
Philadelphia, PA 19103		4d. Fax No.
1		(215) 575-9065
		4e. e-mail rminter@pjbwu.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit to be filled	013
Service Employees International Union	To which it is all allimate of constituous and to be fined	in when charge to fined by a labor organization
6 DECL	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements ny knowledge and belief.	(206) 257-6001
11/m##	Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date10/03/2022	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

- 1. Store #00825 located at 13-25 Astor Pl, New York, NY 10003
- 2. Store #47906 located at 61 9th Ave, New York, NY 10011

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 03-CA-290555	Date Filed 2/14/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. 208-318-2212	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134	e. Employer Representative Kevin Johnson, President and CEO	g. e-mail kevin.johnson@starbucks.com	
(see attached for Buffalo-area location addresses)	(see attached for (b) (6), (b) (7)(C)	h. Number of workers employed 500	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage	'	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of secti	ion 8(a), subsections (1) and	
(list subsections) (3); (5)	of the National Labor	r Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are prac	ctices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since around February 2022, the Employer has been implementing a policy throughout the Buffalo area regarding an employee availability requirement, under which employees are facing termination, (1) in order to discourage Union activity and (2) at its union-represented Elmwood Ave and Genesee St locations, (i) without giving the Union notice or an opportunity to bargain and (ii) without obtaining the Union's consent, despite the parties not having reached overall agreement or impasse on a first contract.			
The Union seeks injunctive relief under Section 10 Starbucks' unlawful conduct.	(j) of the Act to prevent irreparable destruction of	of employee rights resulting from	
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556	9)	4b. Tel. No. 585-473-3280	
Buffalo, NY 14214		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail gobonadonnajr@rrjb.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United, a/w SEIU			
I declare that I have read the about	ARATION ve charge and that the statements	Tel. No. 716-608-3427	
are true to the best of my knowledge and belief. Ian Hayes, Attorney		Office, if any, Cell No.	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.	
Hayes Dolce		e-mail	
Address 471 Voorhees Ave, Buffalo, NY 14216	Date Feb 14, 2022	ihayes@hayesdolce.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Attachment to Unfair Labor Practice charge

Section 1.d – Address

- 520 Lee Entrance, Amherst, NY 14228 (Store #7318)
- 1703 Niagara Falls Blvd, Amherst, NY 14226 (Store #07327)
- 8100 Transit Road Suite 100, Williamsville, NY 14221 (Store #07337)
- 5429 Main Street, Williamsville, NY 14221 (Store #07340)
- 933 Elmwood Avenue, Buffalo, NY 14222-1211 (Store #07381)
- 235 Delaware Avenue, Buffalo, NY 14202 (Store #07448)
- 3540 McKinley Parkway, Blasdell, NY 14219 (Store #07486)
- 4770 Transit Road, Depew, NY 14043 (Store #07665)
- 2730 Delaware Avenue, Buffalo, NY 14216 (Store #07799)
- 5395-5495 Sheridan Drive, Amherst, NY 14221 (Store #07938)
- 1775 Walden Ave. Ste 500, Cheektowaga, NY 14225 (Store #07949)
- 9660 Transit Road 101, East Amherst, NY 14051 (Store #10750)
- 6690 Niagara Falls Boulevard, 100, Niagara Falls, NY 14304 (Store #19901)
- 6703-6733 Transit Rd., Buffalo, NY 14221 (Store #22882)
- 4243 Genesee St., Cheektowaga, NY 14225 (Store #23917)
- 3220 Sheridan Drive, Amherst, NY 14226 (Store #47843)
- 3015 Niagara Falls Blvd., Amherst, NY 14228 (Store #50060)
- 5120 Camp Road, Hamburg, NY 14075-2704 (Store #59087)
- 3235 Southwestern Blvd, Orchard Park, NY 14127 (Store #63771)

Section 1.e – Employer Representative



UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
03-CA-293362	04/012022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. 208-318-2212	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C)	g. e-mail hschultz@starbucks.com	
4770 Transit Road, Depew, NY 14043	(b) (6), (b) (7)(C) @starbucks.com	h. Number of workers employed 30	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage		
(list subsections) (3) (5)	ging in unfair labor practices within the meaning of section of the National Labor Re aning of the Act, or these unfair labor practices are practice	elations Act, and these unfair labor	
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)		
Workers United 4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556)	4b. Tel. No. 585-473-3280	
Buffalo, NY 14214		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail gbonadonnajr@rrjb.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United, a/w SEIU			
, I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. 716-608-3427	
lan Hayes	Ian Hayes, Attorney	Office, if any, Cell No.	
(signature o represen a ve or person making charge)	(Print/type name and title or office, if any)	Fax No.	
Hayes Dolce Address 471 Voorhees Ave., Buffalo, NY 14216	Date Apr 1, 2022	e-mail ihayes@hayesdolce.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Section 2- Basis of the Charge:

In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act and engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

On or about (b) (6), (b) (7)(C), 2022, by terminating union supporter (b) (6), (b) (7)(C); and

On or about (b) (6), (b) (7)(C), 2022, by terminating union supporter (b) (6), (b) (7)(C).

The Union was certified by the NLRB as the bargaining representative of employees on March 17, 2022, following a ballot count on March 9, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the discipline of (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C), in violation of its obligations to bargain under the Act.

The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights by Starbucks' illegal activity, which is increasing in aggression and severity daily.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
03-CA-295470	5/10/2022	

INSTRUCTIONS:

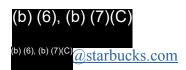
File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

rile an original with NERB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer		b. Te . No.
Starbucks Corporation		208-318-2212
Suite with Corporation		c. Ce No.
		c. Ge 1NO.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Avenue South, Suite 800	Howard Schultz, CEO	g. e-ma
Seattle, WA 98134	Tioward Condition, CEC	hschultz@starbucks.com
Ocaliio, W/100104	(See attached for District Managers)	
402 College Ave, Ste 402, Ithaca, NY 14850	(See attached for District Mariagers)	h. Number of workers emp oyed
1402 College Ave, Ste 402, Itrlaca, NT 14030		30
Two of Fotols also and (footons as in a sub-decider at a)	i Idont films no na product or comico	
. Type of Estab shment (factory, mine, wholesaler, etc.)	j. Ident fy pr nc pa product or serv ce	
Coffee Shop	Food and beverage	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) (3); (5)	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
Bas s of the Charge (set forth a clear and concise state)	amont of the facts constituting the alleged unfair labor	praetices
See Attached	ement of the facts constituting the alleged unital labor p	Ji actices)
See Attached		
3. Fu name of party f ng charge (if labor organization, g	ive full name, including local name and number)	
Workers United	ive rail name, melaanig lood name and namber)	
4a. Address (Street and number, city, state, and ZIP code)		4b. Te . No.
2954 Main Street, Suite 556		585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		40.1 ax No.
		4e. e-ma
		gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
Workers United, a/w SEIU	,	, , ,
Workers Officed, a/w SETO		
6 DECL	ARATION	Te . No.
6. DECLARATION I declare that I have read the above charge and that the statements		716-912-3480
	ny knowledge and belief.	
/s/ Michael Dolce	Michael Dolce, Attorney	Off ce, f any, Ce No.
		_
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
Hayes Dolce, 471 Voorhees Ave, Buffalo	, NY 14216 May 9, 2022	e-ma
Address Date		e-ma
		— mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U S C § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register. 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about November 2021 and continuing to present, by engaging in surveillance of employees and creating the impression of surveillance by stationing multiple "support managers" at the College Ave. store;
- Since about November 2021 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the College Ave. store during additional operating hours;
- Since about November 2021 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the College Ave. store;
- Since about November 2021 and continuing to present, by installing security cameras in the College Ave. store to surveil and otherwise intimidate employees in response to organizing activity;
- Since about November 2021 and continuing to present, by interrogating and otherwise intimidating Union supporters at the College Ave. store;
- Since about November 2021 and continuing to April 2022, by holding mandatory or effectively mandatory captive audience meetings;
- Since about November 2021 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- On February 6, 2022, by threatening an employee with the loss of benefits if they chose to unionize;
- On March 9, 2022, by threatening an employee with the loss of benefits if they chose to unionize;
- On March 21, 2022, by threatening employees with discipline, including suspensions and write-ups, in response to union activity;
- Since about November 2021 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- Since about November 2021 and continuing to April 2022, by promising employees benefits in response to organizing activity and employee grievances;
- In about November 2021, by promising employees more hours in response to organizing activity and employee grievances;
- On February 23, 2022, by promising employees free parking outside the store on College Ave. in response to organizing activity and employee grievances;

- On March 24, 2022, by promising employees a remodel of the store in response to organizing activity and employee grievances;
- Since about November 2021 and continuing to April 2022, by granting benefits in response to organizing activity and employee grievances;
- In January 2022, by improving equipment and facilities at the College Ave. store in response to organizing activity and employee grievances;
- In about January 2022 and continuing to March 2022, remodeling the store to remedy employees' grievances regarding store conditions;
- On January 30, 2022, by allowing employees to enforce the mask mandate and remove noncompliant customers from the store, thereby granting a benefit in response to organizing activity and employee grievances;
- In about March 2022, by no longer allowing shift supervisors to close the store's café, and shut down mobile ordering upon request;
- In about February 2022 and continuing to present, by changing where and how trainees at the College Ave. store are trained, resulting in loss of income and changed working conditions for employees at the store;
- On March 21, 2022, by changing its back-of-house drink policy in response to union activity;
- On February 24, 2022, by no longer allowing shift supervisors to cover barista shifts and by altering shift supervisors' playcalling responsibilities;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about March 2022 and continuing to present, by enforcing a new "limited availability" policy in response to union activity;
 • In about [0](6)(6)(7)(6) 2022 and continuing to present, by cutting the hours of employees in
- response to union activity:
- In about
- In about (0)(6),(b)(7)(c) 2022 and continuing to present, by reducing staff scheduled to work; In about (0)(6),(b)(7)(c) 2022 and continuing to April 2022, by recruiting and hiring new employees while cutting existing employees' hours in response to union activity;
- 2022 and continuing to 2022, by transferring in employees to the In about College Ave. store from other stores in response to union activity;
- In about March 2022 and continuing to April 2022, by discriminatorily enforcing its "pin" policy to exclude union paraphernalia;
- Since about January 2022 and continuing to April 2022, by removing union posters and paraphernalia from break areas and the community board in response to organizing activity;

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- In about (b) (6), (b) (7)(C) 2021, for disciplining an employee in response to union activity and to discourage union activity;
- In about 2022 and continuing to 2022, for not accommodating the time-off requests of six employees in response to union activity and to discourage union activity;
- In about March 2022 and continuing to present, for threatening employees with discharge for taking time-off in response to union activity and to discourage union activity;

- On (6), (6), (7)(C) 2022, by disciplining and issuing a Final Written Warning to an employee after not granting previously accommodated time-off requests;
- In about 2022, by constructively discharging an employee after they were not granted previously accommodated time-off requests;
- On (b)(6),(b)(7)(c) 2022, by disciplining and issuing a Written Warning to an employee for violations of previously unenforced rules in response to union activity and to discourage union activity;
- In about 2022, by constructively discharging an employee after refusing to accommodate previously granted accommodations;
- In about 2022 and continuing to present, by denying the previously permitted and/or approved transfers to other stores in response to union activity and to discourage union activity;
- In about 2022 and continuing to present, for not accommodating the time-off requests of employees in response to union activity and to discourage union activity;
- In about 2022 and continuing to present, for threatening employees with discharge for taking time-off in response to union activity and to discourage union activity;
- Since about (b) (6). (b) (7)(C) 2022 and continuing to present, union supporters have had their hours cut in response to their union activity and to discourage union activity;
- Since about March 2022 and continuing to present, by attempting to force employees to take LOAs because of their union activity and to discourage union activity;
- Since about 2022 and continuing to present, by reducing the shifts available to shift supervisors and altering their job responsibilities in response to union activity and to discourage union activity;
- Since about March 2022 and continuing to present, by refusing to permit union supporters to train new employees;
- In about 2022, by not signing an employee's LOA request in response to union activity and to discourage union activity;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against employees because of their union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
3-CA-295470	Date F ed June 6, 2022	

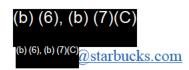
INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800	e. Emp oyer Representat ve Howard Schultz, CEO	g. e-ma hschultz@starbucks.com
Seattle, WA 98134	(See attached for District Managers)	h. Number of workers emp oyed
722 S. Meadow St., Ithaca, NY 14850		30
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee Shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (3); (5)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are prac	tices affecting commerce within the
See Attached		
3. Fu name of party f ng charge (if labor organization, g Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Te . No.
2954 Main Street, Suite 556		585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	n of wh ch t s an aff ate or const tuent un t (to be filled in	n when charge is filed by a labor organization)
Workers United, a/w SEIU		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Te . No. 716-912-3480
/s/ Michael Dolce	Michael Dolce, Attorney	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
Hayes Dolce, 471 Voorhees Ave, Buffalo	, NY 14216 May 9, 2022 Date June 3, 2022	e-ma — mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U S C § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register. 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however failure to supply the information may cause the NLRB to decline to invoke its processes

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about January 2022 and continuing to present, by engaging in surveillance
 of employees and creating the impression of surveillance by stationing multiple "support
 managers" at the Meadows store;
- Since about January 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Meadows store during additional operating hours;
- Since about January 2022 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the Meadows store;
- Since about January 2022 and continuing to present, by interrogating and otherwise intimidating Union supporters at the Meadows store;
- Since about January 2022 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- Since about January 2022 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- In about January 2022, by shutting down and temporarily closing the Meadows store in response to organizing activity;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about (10,6), (10,7) 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about 2022 and continuing to present, by reducing staff scheduled to work;
- In about [0] 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees' hours in response to union activity;
- In about March 2022 and continuing to April 2022, by discriminatorily enforcing its "pin" policy to exclude union paraphernalia;

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

• On (b) (6), (b) (7)(C) 2022, for disciplining an employee in response to union activity and to discourage union activity;

- In about 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(c) 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;
- In about 2022, for disciplining an employee for protected concerted activity in response to union activity and to discourage union activity;
- In about 2022, for not granting an employee's previously accommodated time-off requests in response to union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 03-CA-295474	Date F ed 5/10/2022	

INSTRUCTIONS:

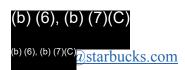
File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in		ring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134	e. Emp oyer Representat ve Howard Schultz, CEO (See attached for District Managers)	g. e-ma hschultz@starbucks.com
722 S. Meadow St., Ithaca, NY 14850		h. Number of workers emp oyed 30
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee Shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engage (list subsections) (3); (5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the National Labor	Relations Act, and these unfair labor
3. Fu name of party f ng charge <i>(if labor organization, g.</i> Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556		4b. Te . No. 585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nationa or international abor organization. Workers United, a/w SEIU	n of wh ch t s an aff ate or const tuent un t (to be filled in	when charge is filed by a labor organization)
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Te . No. 716-912-3480
/s/ Michael Dolce	Michael Dolce, Attorney	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
Hayes Dolce, 471 Voorhees Ave, Buffalo, NY 14216 Address Date		e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about January 2022 and continuing to present, by engaging in surveillance of employees and creating the impression of surveillance by stationing multiple "support managers" at the Meadows store;
- Since about January 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Meadows store during additional operating hours;
- Since about January 2022 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the Meadows store;
- Since about January 2022 and continuing to present, by installing security cameras in the Meadows store to surveil and otherwise intimidate employees in response to organizing activity;
- Since about January 2022 and continuing to present, by interrogating and otherwise intimidating Union supporters at the Meadows store;
- Since about January 2022 and continuing to April 2022, by holding mandatory or effectively mandatory captive audience meetings;
- Since about January 2022 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- Since about January 2022 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- Since about January 2022 and continuing to April 2022, by promising employees benefits in response to organizing activity and employee grievances;
- Since about January 2022 and continuing to April 2022, by granting benefits in response to organizing activity and employee grievances;
- In about January 2022, by shutting down and temporarily closing the Meadows store in response to organizing activity;
- In January 2022, by improving equipment and facilities at the Meadows store in response to organizing activity and employee grievances;
- In about January 2022 and continuing to present, by changing where and how trainees at the Meadows store are trained, resulting in loss of income and changed working conditions for employees at the store;

- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about 2022 and continuing to present, by enforcing a new "limited availability" policy in response to union activity; In about 2022 and continuing to present, by cutting the hours of employees in
- response to union activity;
- 2022 and continuing to present, by reducing staff scheduled to work; In about
- In about [b] (6), (b) (7)(c) 2022 and continuing to present, by reducing staff scheduled to v. In about (b) (6), (b) (7)(c) 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees' hours in response to union activity;
- 2022 and continuing to 2022, by transferring in employees to the Meadows store from other stores in response to union activity;
- In about March 2022 and continuing to April 2022, by discriminatorily enforcing its "pin" policy to exclude union paraphernalia;
- Since about January 2022 and continuing to April 2022, by removing union posters and paraphernalia from break areas and the community board in response to organizing activity.

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- On January 31, 2022, by threatening an employee in response to union activity and to discourage union activity;
- On (b) (6), (b) (7)(c), 2022, for disciplining an employee in response to union activity and to discourage union activity;
- In about 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about (b)(6),(b)(7)(c) 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;
- 2022 and continuing to present, for constructively discharging employees In about due to hour cuts and discriminatory enforcement of company policies:
- On (b) (6), (b) (7)(C), 2022, by not granting a previously granted accommodation to an employee in response to union activity and to discourage union activity;
- 2022, by refusing to let a partner work their shift and ordering leave the facility in response to union activity and to discourage union activity;
- On (b)(6),(b)(7)(c), 2022, by threatening to call the police on an employee in response to union activity and to discourage union activity;
- 2022, for suspending an employee in In about 2022 and continuing to response to union activity and to discourage union activity;
- 2022, for disciplining an employee for protected concerted activity in response to union activity and to discourage union activity;
- 2022, for not granting an employee's previously accommodated time-off In about requests in response to union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022. following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an

opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date F ed 6/6/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer		b. Te . No. 208-318-2212
Starbucks Corporation		c. Ce No.
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	g 0 m0
2401 Utah Avenue South, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	g. e-ma hschultz@starbucks.com
	(See attached for District Managers)	
722 S. Meadow St., Ithaca, NY 14850		h. Number of workers emp oyed 30
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee Shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaç	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (3); (5)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are prac	ices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	actices)
See Attached		
3. Fu name of party f ng charge (if labor organization, g. Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Te . No.
2954 Main Street, Suite 556	,	585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma
		gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
Workers United, a/w SEIU		
	ARATION	Te . No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		716-912-3480
		Office, f any, Ce No.
(signature of representative or person making charge) (Print/type name and title or office if any)		Fax No.
Hayes Dolce, 471 Voorhees Ave, Buffalo	NY 14216 May 9, 2022	e-ma
Address	Date June 3, 2022	mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about January 2022 and continuing to present, by engaging in surveillance
 of employees and creating the impression of surveillance by stationing multiple "support
 managers" at the Meadows store;
- Since about January 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Meadows store during additional operating hours;
- Since about January 2022 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the Meadows store;
- Since about January 2022 and continuing to present, by interrogating and otherwise intimidating Union supporters at the Meadows store;
- Since about January 2022 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- Since about January 2022 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- In about January 2022, by shutting down and temporarily closing the Meadows store in response to organizing activity;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about (10,6), (10,7) 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about 2022 and continuing to present, by reducing staff scheduled to work;
- In about [0] 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees' hours in response to union activity;
- In about March 2022 and continuing to April 2022, by discriminatorily enforcing its "pin" policy to exclude union paraphernalia;

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

• On (b) (6), (b) (7)(C) 2022, for disciplining an employee in response to union activity and to discourage union activity;

- In about 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(c) 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;
- In about 2022, for disciplining an employee for protected concerted activity in response to union activity and to discourage union activity;
- In about 2022, for not granting an employee's previously accommodated time-off requests in response to union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
3-CA-295541	5/10/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 208-318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
4243 Genesee St., Cheektowaga, NY 14225	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (c) (a) (b) (7)(C)	h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sect	ion 8(a), subsections (1) and
(list subsections) (5)	of the National Labo	r Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pra-	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state In the past six months, the above-named Employer coerced employees in the exercise of their rights as	r, by its officers, agents, and representatives, has	interfered with, restrained, and
Starting in or around May 2022 and continuing, St platform, despite proposing and agreeing to "grou over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes it wishes to propose to those "ground over any changes" and "ground over any changes" and "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground over any changes" are "ground over any changes" and "ground over any changes" are "ground o	nd rules" that required mutual agreement to mee	
3. Full name of party filing charge (if labor organization, g Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556)	4b. Tel. No. 585-473-3280
Buffalo, NY 14214		4c. Cell No.
		4d. Fax No.
		4e. e-mail gbonadonnajr@rrjb.org
5. Full name of national or international labor organization Workers United, a/w SEIU	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
, I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. 716-608-3427
lan Hayes	Ian Hayes, Attorney	Office, if any, Cell No.
(signature o represen a ve or person making charge)	(Print/type name and title or office, if any)	Fax No.
Hayes Dolce Address 471 Voorhees Ave., Buffalo, NY 14216	Date May 10, 2022	e-mail ihayes@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
3-CA-295542	5/10/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. 208-318-2212	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 933 Elmwood Avenue, Buffalo, NY 14222-1211	e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C)	g. e-mail hschultz@starbucks.com h. Number of workers employed	
	(b) (6), (b) (^{7)(C)} @starbucks.com	30	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and	
(list subsections) (5)	of the National Labor F	Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state In the past six months, the above-named Employer coerced employees in the exercise of their rights as	, by its officers, agents, and representatives, has in	terfered with, restrained, and	
Starting in or around May 2022 and continuing, Starbucks has refused to engage in bargaining with the Union using a virtual meeting platform, despite proposing and agreeing to "ground rules" that required mutual agreement to meet in person, and has failed to bargain over any changes it wishes to propose to those "ground rules."			
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556 Buffalo, NY 14214	2)	4b. Tel. No. 585-473-3280	
Bullalo, N 1 14214		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail gbonadonnajr@rrjb.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United, a/w SEIU			
6. DECLARATION I declare that I have read the above charge and that the statements / a e true to the best of my knowledge and belief.		Tel. No. 716-608-3427	
lan Hayes	Ian Hayes, Attorney	Office, if any, Cell No.	
(signature o represen a ve or person making charge)	(Print/type name and title or office, if any)	Fax No.	
Hayes Dolce Address 471 Voorhees Ave., Buffalo, NY 14216	Date May 10, 2022	e-mail ihayes@hayesdolce.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
3-CA-295545	5/11/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.		
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134	e. Emp oyer Representat ve Howard Schultz, CEO (See attached for District Managers)	g. e-ma hschultz@starbucks.com
130 E. Seneca St., Ithaca, NY 14850	(Coo anaonou for Diomot managoro)	h. Number of workers emp oyed 20
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee Shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
The state of party for any state of part	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214		4b. Te . No. 585-473-3280
		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of national or international abor organization. Workers United, a/w SEIU	n of wh ch t s an aff ate or const tuent un t (to be filled in	n when charge is filed by a labor organization)
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Te . No. 716-912-3480
/s/ Michael Dolce	Michael Dolce, Attorney	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
Hayes Dolce, 471 Voorhees Ave, Buffalo, NY 14216 Address Date		e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U S C § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register. 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however failure to supply the information may cause the NLRB to decline to invoke its processes

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about November 2022 and continuing to present, by engaging in surveillance of employees and creating the impression of surveillance by stationing multiple "support managers" at the Meadows store;
- Since about November 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Meadows store during additional operating hours;
- Since about November 2022 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the Meadows store;
- Since about November 2022 and continuing to present, by interrogating and otherwise intimidating Union supporters at the Meadows store;
- Since about March 2022 and continuing to April 2022, by holding mandatory or effectively mandatory captive audience meetings;
- Since about January 2022 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- Since about November 2022 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- Since about November 2022 and continuing to April 2022, by promising employees benefits in response to organizing activity and employee grievances;
- In about November 2022, by promising employees free parking outside the store in response to organizing activity and employee grievances;
- Since about November 2022 and continuing to April 2022, by granting benefits in response to organizing activity and employee grievances;
- In about November 2022 and continuing to present, by shutting down and temporarily closing the Commons store in response to organizing activity;
- In about December 2022, by improving equipment and facilities at the Commons store in response to organizing activity and employee grievances;
- In about November 2022 and continuing to present, by changing where and how trainees in the Ithaca area are trained;
- In about (b)(6)(6)(7)(c) by altering shift supervisors' playcalling responsibilities;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;

- In about (6) (6) (7) (C) 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about 2022 and continuing to present, by reducing staff scheduled to work;
- In about 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees' hours in response to union activity;
- In about March 2022 and continuing to present, by discriminatorily enforcing its "pin" policy to exclude union paraphernalia;
- Since about January 2022 and continuing to present, by removing union posters and paraphernalia from break areas and the community board in response to organizing activity.

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- In about 2022, by disciplining an employee for hanging up union materials outside of the Starbucks store not on Starbucks property;
- In about 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;
- In about 2022 and continuing to present, for disciplining shift supervisors for violations of other staff;
- In about 2022 by disciplining and issuing a Written Warning to an employee in response to union activity and to discourage union activity;
- In about 2022 and continuing to present, for changing schedules at the last minute in response to union activity and to discourage union activity;
- In about 2022 and continuing to present, for constructively discharging employees due to hour cuts and discriminatory enforcement of company policies.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
^{Case} 3-CA-295545	Date F ed 6/6/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.		
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer		b. Te . No.
Starbucks Corporation		208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Avenue South, Suite 800	Howard Schultz, CEO	g. e-ma
Seattle, WA 98134	,	hschultz@starbucks.com
	(See attached for District Managers)	
130 E. Seneca St., Ithaca, NY 14850		h. Number of workers emp oyed 20
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee Shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engage	ing in unfair labor practices within the meaning of secti	ion 8(a), subsections (1) and
(list subsections) (3); (5)		r Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, of these utilal labor practices are prac-	sices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		, ,
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	ractices)
See Attached		
3. Fu name of party f ng charge (if labor organization, g. Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Te . No.
2954 Main Street, Suite 556	,	585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma
		gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	n of which it is an aff ate or constituent unit (to be filled i	in when charge is filed by a labor organization)
Workers United, a/w SEIU	, , , , , , , , , , , , , , , , , , ,	,
6 DECL	ARATION	Te . No.
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		716-912-3480
		Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
	NW 1404	
Hayes Dolce, 471 Voorhees Ave, Buffalo,		e-ma
Address	Date	mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U S C § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register. 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however failure to supply the information may cause the NLRB to decline to invoke its processes

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about November 2022 and continuing to present, by engaging in surveillance
 of employees and creating the impression of surveillance by stationing multiple "support
 managers" at the Commons store;
- Since about November 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Commons store during additional operating hours;
- In about November 2022 and continuing to present, by changing where and how trainees in the Ithaca area are trained;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about 2022 and continuing to present, by reducing staff scheduled to work;
 In about 2022 and continuing to present, by recruiting and hiring new employees
- In about 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees' hours in response to union activity;
- In about March 2022 and continuing to present, by discriminatorily enforcing its "pin" policy to exclude union paraphernalia;
- Since about January 2022 and continuing to present, by removing union posters and paraphernalia from break areas and the community board in response to organizing activity.

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- In about (b)(6),(b)(7)(c) 2022, by disciplining an employee for hanging up union materials outside of the Starbucks store not on Starbucks property;
- On (b)(6),(b)(7)(c) 2022 by disciplining and issuing a Final Written Warning to an employee in response to union activity and to discourage union activity;
- In about 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;

• In about 2022 and continuing to present, for disciplining shift supervisors for violations of other staff;

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case Date F ed		
3-CA-295810	5/16/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

rile an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
•		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Avenue South, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	g. e-ma hschultz@starbucks.com
	(See attached for District Managers)	
Numerous Buffalo Locations (See attached)		h. Number of workers emp oyed 30
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee Shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) (3); (5)		or Relations Act, and these unfair labor
		•
practices are practices affecting commerce within the memeaning of the Act and the Postal Reorganization Act.	aning of the Act, of these unian labor practices are pra	ictices affecting commerce within the
2. Bas s of the Charge (set forth a clear and concise state See attached	ement of the facts constituting the alleged unfair labor	oractices)
3. Fu name of party f ng charge (if labor organization, g Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556		4b. Te . No. 585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	n of which it is an affiliate or constituent unit (to be filled	l in when charge is filed by a labor organization)
Workers United, a/w SEIU	, , , , , , , , , , , , , , , , , , ,	, , , , , , , , , , , , , , , , , , , ,
6 DECI	ARATION	Te . No.
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		716-912-3480
/s/ Michael Dolce	Michael Dolce, Attorney	Office, fany, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
Hayes Dolce, 471 Voorhees Ave, Buffalo		e-ma mdolce@hayesdolce.com
		- I

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U S C § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register. 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Section 1.d - Locations

520 Lee Entrance, Amherst, NY 14228 (Store #7318)

1703 Niagara Falls Blvd, Amherst, NY 14226 (Store #07327)

8100 Transit Road Suite 100, Williamsville, NY 14221 (Store #07337)

235 Delaware Avenue, Buffalo, NY 14202 (Store #07448)

5395-5495 Sheridan Drive, Amherst, NY 14221 (Store #07938)

1775 Walden Ave. Ste 500, Cheektowaga, NY 14225 (Store #07949)

9660 Transit Road 101, East Amherst, NY 14051 (Store #10750)

4243 Genesee St., Cheektowaga, NY 14225 (Store #23917)

3220 Sheridan Drive, Amherst, NY 14226 (Store #47843)

3015 Niagara Falls Blvd., Amherst, NY 14228 (Store #50060)

Section 1.e - Employer Representative

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) <u>@starbucks.com</u> (b) (6), (b) (7)(C)

Section 2 - Basis of Charge

In the past six months, the above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

In about February and March 2022, by denying the request of union supporter (b) (6), (b) (7)(C) to transfer to Starbucks stores located at:

520 Lee Entrance, Amherst, NY 14228 (Store #7318)

1703 Niagara Falls Blvd, Amherst, NY 14226 (Store #07327)

8100 Transit Road Suite 100, Williamsville, NY 14221 (Store #07337)

235 Delaware Avenue, Buffalo, NY 14202 (Store #07448)

5395-5495 Sheridan Drive, Amherst, NY 14221 (Store #07938)

1775 Walden Ave. Ste 500, Cheektowaga, NY 14225 (Store #07949)

9660 Transit Road 101, East Amherst, NY 14051 (Store #10750)

4243 Genesee St., Cheektowaga, NY 14225 (Store #23917)

3220 Sheridan Drive, Amherst, NY 14226 (Store #47843)

3015 Niagara Falls Blvd., Amherst, NY 14228 (Store #50060)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
3-CA-296995	June 6, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 FMPI	OYER AGAINST WHOM CHARGE IS BROUGHT	aring.
a. Name of Employer Starbucks Corporation		b. Tel. No. 208-318-2212 c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 402 College Ave., Ithaca, NY 14850	e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (c) (6), (6), (7)(C) (d) (6), (6), (7)(C) (e) (6), (6), (7)(C) (f) (6), (6), (7)(C) (f) (6), (6), (7)(C) (f) (6), (6), (7)(C) (f) (6), (6), (7)(C)	g. e-mail hschultz@starbucks.com h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act and engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following: On or about June 3, 2022, Starbucks announced it would close the above-referenced location. The company announced the change without notice to the union or an opportunity to bargain. The company closed the store in retaliation for protected concerted activity and for union activity, and to stop organizing elsewhere. The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United		
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556 Buffalo, NY 14214		4b. Tel. No. 585-473-3280 4c. Cell No. 4d. Fax No. 4e. e-mail gbonadonnajr@rrjb.org
5. Full name of national or international labor organization Workers United, a/w SEIU	n of which it is an affiliate or constituent unit (to be filled i	in when charge is filed by a labor organization)
, I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief. Ian Hayes, Attorney	Tel. No. 716-608-3427 Office, if any, Cell No.
(signature o represen a ve or person making charge)	(Print/type name and title or office, if any)	Fax No.
Hayes Dolce Address 471 Voorhees Ave., Buffalo, NY 14216	Date Jun 3, 2022	e-mail ihayes@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
03-CA-298904	7/7/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	OYER AGAINST WHOM CHARGE IS BROUGHT	irring.
a. Name of Employer Starbucks Corporation		b. Tel. No. 208-318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 3220 Sheridan Drive, Amherst, NY 14226 / 3611 Delaware Ave, Buffalo, NY 14217	e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (@starbucks.com	g. e-mail hschultz@starbucks.com h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engage (list subsections) (3) (5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise state See attached) 3. Full name of party filing charge (if labor organization, g.	of the National Labo aning of the Act, or these unfair labor practices are prac ement of the facts constituting the alleged unfair labor p	r Relations Act, and these unfair labor ctices affecting commerce within the
Workers United 4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556 Buffalo, NY 14214)	4b. Tel. No. 585-473-3280 4c. Cell No. 4d. Fax No.
5. Full name of national or international labor organization Workers United, a/w SEIU	n of which it is an affiliate or constituent unit (to be filled i	gbonadonnajr@rrjb.org in when charge is filed by a labor organization)
, I declare that I have read the abo	ARATION we charge and that the statements ny knowledge and belief. Ian Hayes, Attorney	Tel. No. 716-608-3427 Office, if any, Cell No.
(signature o represen a ve or person making charge)	(Print/type name and title or office, if any)	Fax No.
Hayes Dolce Address 135 Delaware Ave., Ste 502, Buffalo, NY	7 14202 Date July 7, 2022	e-mail ihayes@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment to Charge Against Employer

Section 2

In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act and engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

Employees currently assigned to the store at 3611 Delaware Ave, Buffalo, NY 14217 voted to be represented by the Union, and the Union was certified as their representative on March 17, 2022. The employees are temporarily assigned there pursuant to an effects bargaining agreement the parties made.

Representatives of the Employer, including (b) (6), (b) (7)(C) have engaged in coercive and retaliatory activity, including threatening to discipline employees, penalizing employees by sending them home early, refusing to make minor necessary adjustments to everyday operations, among other conduct. This activity violates the parties effects bargaining agreement and the Act.

The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date F ed	
3-CA-299540	7/18/2022	

INSTRUCTIONS:

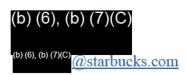
File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Avenue South, Suite 800	Howard Schultz, CEO See Attachment for District Manager	g. e-ma hschultz@starbucks.com
402 College Ave, Ste 402, Ithaca, NY 14850	See Attachment for District Manager	h. Number of workers emp oyed 20
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (3); (5)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are prac	tices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Bas s of the Charge (set forth a clear and concise state See Attachment		actices)
3. Fu name of party f ng charge (if labor organization, g. Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214		4b. Te . No. 585-473-3280
Dullai0, IV1 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	of which it is an aff ate or constituent unit (to be filled in	n when charge is filed by a labor organization)
Workers United		
6. DECLARATION I declare that I have read the above charge and that the statements		Te . No. 716-912-3480
/s/ Michael Dolce	ny knowledge and belief. Michael Dolce, Attorney	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY 14202 Address July 18, 2022 Date		e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment to Charge Against Employer

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, and has engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

- In 2022, by altering the terms and conditions of employment, and thereby constructively discharging (b) (6), (b) (7)(C);
- In 2022, by not granting a previously granted accommodation, disciplining, and thereby constructively discharging (b) (6), (b) (7)(C);
- In 2022, by not granting a previously accommodation, denying an LOA request, and thereby constructively discharging (b) (6), (b) (7)(C);
- In 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C);
- In 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C);
- In 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C)
- In 2022, by altering the terms and conditions of employment, and thereby constructively discharging (b) (6), (b) (7)(C)

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines, changes in scheduling of employees, nor changes in other terms and conditions of employment, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

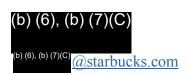
DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
03-CA-299540	8/23/2022	

INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212 c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	I. Fax. No.
2401 Utah Ave. South, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	g. e-ma hschultz@starbucks.com
402 College Ave, Ste 402, Ithaca, NY 14850	See Attachment	h. Number of workers emp oyed 20
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaged	ing in unfair labor practices within the meaning of sectio	n 8(a), subsections (1) and
(list subsections) (3); (5)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are practi	ices affecting commerce within the
See Attachment		
3. Fu name of party f ng charge (if labor organization, ga Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556	r)	4b. Te . No. 585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat on	of wh ch t s an aff ate or const tuent un t (to be filled in	when charge is filed by a labor organization)
Workers United a/w SEIU		
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Te . No. (716) 912-3480
/s/ Michael Dolce	Michael Dolce, Attorney	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY	7 14202 August 22, 2022 Date	e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment to Charge Against Employer

Section 1.e - Employer Representatives



Section 2 - Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, and has engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

- In 2022, by not granting a previously granted accommodation, disciplining, and thereby constructively discharging (b) (6), (b) (7)(C)
- In 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C)
- In [b](6),(b) 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C)
- In 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C)

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines, changes in scheduling of employees, nor changes in other terms and conditions of employment, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
03-CA-300849	08/05/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 402 College Ave., Ithaca, NY 14850	e. Emp oyer Representat ve Howard Schultz, CEO See Attachment	g. e-ma hschultz@starbucks.com h. Number of workers emp oyed 30
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	30
The above-named employer has engaged in and is engaged (list subsections) (3); (5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Bas s of the Charge (set forth a clear and concise states)	of the National Labor aning of the Act, or these unfair labor practices are prac	Relations Act, and these unfair labor stices affecting commerce within the
3. Fu name of party f ng charge <i>(if labor organization, g</i> Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214		4b. Te . No. 585-473-3280
		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	n of wh ch t s an aff ate or const tuent un t (to be filled in	n when charge is filed by a labor organization)
Workers United a/w SEIU		
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief. Michael Dolce, Attorney	Te . No. (716) 912-3480 Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY 14202 Address		e-ma — mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment to Charge Against Employer

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

• In or about 2022, by creating the impression of surveillance by monitoring the social media accounts of (b) (6), (b) (7)(c).

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- On or about (b) (6), (b) (7)(C), (c) (7)(C) in response to union activity and to discourage union activity;
- On or about 2022, by terminating (b) (6). (b) (7)(C) in response to union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022. Despite this, the Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act, including:

- On or about (b)(c),(b)(7)(c), 2022, by failing to bargain over the discipline of (b)(6),(b)(7)(c), and the effects of such discipline;
- On or about (b)(6),(b)(7)(c) 2022, by failing to bargain over the termination of (b)(6),(b)(7)(c), and the effects of such termination.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case Date F ed		
3-CA-300873	8/8/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer		b. Te . No.
Starbucks Corporation		208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Ave. South, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	g. e-ma hschultz@starbucks.com
3611 Delaware Ave., Tonawanda, NY 14217	(b) (6), (b) (7)(C)	
3186 Sheridan Dr., Amherst, NY 14226	(b) (c), (c) (7)(c) @starbucks.com	h. Number of workers emp oyed 30
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	,
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sectio	n 8(a), subsections (1) and
(list subsections) (3); (5)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Bas s of the Charge (set forth a clear and concise state		
The above-named Employer has engaged in (ourage union activity by
terminating (b) (6), (b) (7)(C) in response to union a	activity and to discourage union activity.	
The Employer did not give notice or an opport to bargain over the termination of (b) (6), (b) (7)(C)		o bargain under the Act by failing
S. Fu name of party f ng charge (if labor organization, g Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code		4b. Te . No.
2954 Main Street, Suite 556	- /	585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma
		gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	n of which it is an aff ate or constituent unit (to be filled in	when charge is filed by a labor organization)
Workers United a/w SEIU		
	ARATION	Te . No.
	ve charge and that the statements	(716) 912-3480
are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY 14202 August 6, 2022		e-ma
Address		- mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
03-CA-300931	8/8/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

rile an original with NLRB Regional Director for the region in		urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 130 E. Seneca St., Ithaca, NY 14850 722 S. Meadow St., Ithaca, NY 14850	e. Emp oyer Representat ve Howard Schultz, CEO See Attachment	g. e-ma hschultz@starbucks.com h. Number of workers emp oyed 40
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaged (list subsections) (3); (5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Bas s of the Charge (set forth a clear and concise states)	of the National Labo aning of the Act, or these unfair labor practices are pra	or Relations Act, and these unfair labor actices affecting commerce within the
3. Fu name of party f ng charge <i>(if labor organization, g</i> Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214		4b. Te . No. 585-473-3280
		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	n of which it is an aff ate or constituent unit (to be filled	in when charge is filed by a labor organization)
Workers United a/w SEIU		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Te . No. (716) 912-3480
/s/ Michael Dolce	Michael Dolce, Attorney	Office, fany, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY		e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment to Charge Against Employer

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, and has engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

- In 2022, by altering the scheduling, denying an LOA request, and thereby constructively discharging (b) (6), (b) (7)(C);
- In 2022, by not granting a previously granted accommodation, demanding new availability, demanding transfer to another store, and thereby constructively discharging (b) (6), (b) (7)(C);
- In [2022, by reducing the work hours, and thereby constructively discharging (b) (6), (b) (7)(C).
- In about (b) (6), (b) (7)(C)
 In about (b) (6), (b) (7)(C)
 2022, by failing to promote (b) (6), (b) (7)(C)
 2022, by failing to promote (b) (6), (b) (7)(C)
- In about (b) (6), (b) (7)(C)
 In about (b) (6), (b) (7)(C)
 2022, by failing to promote (b) (6), (b) (7)(C)
 2022, by denying the transfer of (b) (6), (b) (7)(C)

The Employer did not give notice or an opportunity to bargain over changes in scheduling of employees, nor changes in other terms and conditions of employment, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case 03-CA-300931	Date F ed 8/22/2022	

INSTRUCTIONS:

AMENDED

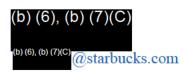
File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212	
-		c. Ce No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 130 E. Seneca St., Ithaca, NY 14850 722 S. Meadow St., Ithaca, NY 14850	e. Emp oyer Representat ve Howard Schultz, CEO See Attachment	g. e-ma hschultz@starbucks.com h. Number of workers emp oyed	
		40	
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage		
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Bas s of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
3. Fu name of party f ng charge <i>(if labor organization, gu</i> Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556	2)	4b. Te . No. 585-473-3280	
Buffalo, NY 14214		4c. Ce No.	
		4d. Fax No.	
		4e. e-ma gbonadonnajr@rrjb.org	
5. Fu name of nationa or international abor organization. Workers United a/w SEIU	of which it is an aff ate or constituent unit (to be filled in v	vhen charge is filed by a labor organization)	
I declare that I have read the abo	ARATION ve charge and that the statements	Te . No. (716) 912-3480	
are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		Off ce, f any, Ce No.	
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.	
135 Delaware Ave., Ste. 502, Buffalo, NY 14202 August 22, 2022 Address Date		e-ma mdolce@hayesdolce.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment to Charge Against Employer

Section 1.e - Employer Representatives



Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, and has engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

- In 2022, by altering the scheduling, denying an LOA request, and thereby constructively discharging (b) (6), (b) (7)(C);
- In 2022, by not granting a previously granted accommodation, demanding new availability, demanding transfer to another store, and thereby constructively discharging (b) (6), (b) (7)(C);
- In July 2022, by reducing the work hours, and thereby constructively discharging (b) (6), (b) (7)(C).
- In about (b) (6), (b) (7)(C) 2022, by failing to promote (b) (6), (b) (7)(C);

The Employer did not give notice or an opportunity to bargain over changes in scheduling of employees, nor changes in other terms and conditions of employment, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date F ed
03-0	CA-300977	08/09/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	· · · · · · · · · · · · · · · · · · ·	urring.	
	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212	
		c. Ce No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 4255 Genesee St., Ste. 100, Cheektowaga, NY 14225	e. Emp oyer Representat ve Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6)(5)(7)(G)(G)(G)(G)(G)(G)(G)(G)(G)(G)(G)(G)(G)	g. e-ma hschultz@starbucks.com h. Number of workers emp oyed	
		30	
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage		
The above-named employer has engaged in and is engaged (list subsections) (3); (5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the National Lab	or Relations Act, and these unfair labor	
The above-named Employer has engaged in disciplining (b) (6), (b) (7)(C) with a Final Written The Employer did not give notice or an opport to bargain over the discipline of (b) (6), (b) (7)(C)	Warning in response to union activity and to unity to bargain in violation of its obligations.	o discourage union activity.	
3. Fu name of party f ng charge (if labor organization, ga Workers United	ive full name, including local name and number)		
2954 Main Street, Suite 556		4b. Te . No. 585-473-3280	
		4c. Ce No.	
		4d. Fax No.	
		4e. e-ma gbonadonnajr@rrjb.org	
5. Fu name of national or international abort organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). Workers United a/w SEIU			
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Te . No. (716) 912-3480	
/s/ Michael Dolce	Michael Dolce, Attorney	Off ce, f any, Ce No.	
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.	
135 Delaware Ave., Ste. 502, Buffalo, NY	August 9, 2022 Date	e-ma mdolce@hayesdolce.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
3-CA-301199	8/11/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Emp oyer		b. Te . No.	
Starbucks Corporation		208-318-2212	
		c. Ce No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve		
2401 Utah Ave. South, Suite 800	Howard Schultz, CEO	g. e-ma	
Seattle, WA 98134		hschultz@starbucks.com	
	(b) (6), (b) (7)(C)	h Niverbay of wordings area aved	
9660 Transit Rd., East Amherst, NY 14051	(b) (6), (b) (7)(C) @ starbucks.com	h. Number of workers emp oyed 30	
. Type of Estab shment (factory, mine, wholesaler, etc.)	j. Ident fy pr nc pa product or serv ce		
Coffee shop	Food and beverage		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and	
(list subsections) (3); (5)	of the National Labor	Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pract	ices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Bas s of the Charge (set forth a clear and concise state		*	
The above-named Employer has engaged in o			
disciplining (b) (6), (b) (7)(C) with a Final Written			
addition, the Employer denied (b) (6), (b) (7)(Weingarten rights during an investigatory	interview over the discipline.	
The Formier of district of the control of the contr	taalati	a la averaire con de colle a A at les stailines	
The Employer did not give notice or an opport		o bargain under the Act by failing	
to bargain over the discipline of (b) (6), (b) (7)(C).		
3. Fu name of party f ng charge (if labor organization, g Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Te . No.	
2954 Main Street, Suite 556		585-473-3280	
Buffalo, NY 14214		4c. Ce No.	
		115 11	
		4d. Fax No.	
		4e. e-ma	
		gbonadonnajr@rrjb.org	
5. Fu name of nat ona or nternat ona abor organ zat or	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)	
Workers United a/w SEIU			
6 DECL	APATION	Te . No.	
6. DECLARATION I declare that I have read the above charge and that the statements		(716) 912-3480	
are true to the best of n	ny knowledge and belief.	Off ce, f any, Ce No.	
/s/ Michael Dolce	Michael Dolce, Attorney	Office, Faily, Ge No.	
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.	
135 Delaware Ave., Ste. 502, Buffalo, NY	Y 14202 August 11, 2022	e-ma	
Address Date		- mdolce@hayesdolce.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 03-CA-301199	Date F ed 8/29/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
Starbucks Corporation		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134	e. Emp oyer Representat ve Howard Schultz, CEO (b) (6), (b) (7)(C)	g. e-ma hschultz@starbucks.com
9660 Transit Rd., East Amherst, NY 14051	(b) (c), (b) (7)(c) @starbucks.com	h. Number of workers emp oyed 30
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaged (list subsections) (3); (5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the National Labor	Relations Act, and these unfair labor
2. Bas s of the Charge (set forth a clear and concise states. The above named Employer has interfered with by telling an employee was not allowed to with the above-named Employer has engaged in a disciplining (b) (6), (b) (7)(C) with a Final Written addition, the Employer denied (b) (6), (b) (7)(C) The Employer did not give notice or an opport to bargain over the discipline of (b) (6), (b) (7)(C)	th, restrained, and coerced employees in the wear a Union pin on the floor, and ordering conduct toward employees attempting to disc. Warning in response to union activity and to Weingarten rights during an investigatory unity to bargain in violation of its obligations.	exercise of their Section 7 rights to take it off. courage union activity by discourage union activity. In interview over the discipline.
3. Fu name of party f ng charge (if labor organization, g. Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556)	4b. Te . No. 585-473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of national or international abor organization. Workers United a/w SEIU	n of wh ch t s an aff ate or const tuent un t (to be filled in	n when charge is filed by a labor organization)
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		Te . No. (716) 912-3480
		Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY 14202 August 27, 2022 Address Date		e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date F ed
03-CA-302194	8/29/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Emp oyer		b. Te . No.	
		208-318-2212	
		c. Ce No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve		
2401 Utah Ave. South, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	g. e-ma hschultz@starbucks.com	
235 Delaware Ave., Buffalo, NY 14202	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @ starbucks.com	h. Number of workers emp oyed 25	
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and	
(list subsections) (3); (5)	of the National Labor	Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practi	ices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)	
The above-named Employer hass engaged in		•	
the following:			
In about (b) (6), (b) 2022, by terminating (b) (6), (b)	o) (7)(C) in response to union activity and to d	iscourage union activity.	
In about (b) (6), (c) (7)(6) 2022, by disciplining (b) (6), (b)	o) (7)(C) with a Final Written Warning in respo	nse to union activity and to	
discourage union activity.			
The Employer did not give notice or an opport	tunity to bargain in violation of its obligations t	o bargain under the Act for either	
employee.			
3. Fu name of party f ng charge (if labor organization, g Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code) 4b. Te . No.			
2954 Main Street, Suite 556	,	585-473-3280	
Buffalo, NY 14214		4c. Ce No.	
		4d. Fax No.	
		4e. e-ma	
		gbonadonnajr@rrjb.org	
5. Fu name of nat ona or nternat ona abor organ zat or	n of wh ch t s an aff ate or const tuent un t (to be filled in	when charge is filed by a labor organization)	
Workers United a/w SEIU			
6. DECL	ARATION	Te . No.	
		(716) 912-3480	
		Off ce, f any, Ce No.	
(signature of representative or person making charge) (Print/type name and title or office if any)		Fax No.	
135 Delaware Ave., Ste. 502, Buffalo, NY	Y 14202 August 27, 2022	e-ma	
Address		- mdolce@hayesdolce.com	
		indoice a nayosdoice colli	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
3-CA-302194	9/12/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NERB Regional Director for the region in which the alleged unial rabor practice occurred or is occurring.			
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212	
		c. Ce No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve		
2401 Utah Ave. South, Suite 800 Seattle, WA 98134	Howard Schultz, CEO (b) (6), (b) (7)(C)	g. e-ma hschultz@starbucks.com	
235 Delaware Ave., Buffalo, NY 14202	(b) (6), (b) (7)(C) @starbucks.com	h. Number of workers emp oyed 25	
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and	
(list subsections) (3); (5)	of the National Labor	Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are prac	tices affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.	- '	-	
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor or	actices)	
The above-named Employer has engaged in o			
the following:	1 , 1 3	<i>y, y</i>	
In about (b) (6), (b) (7)(c) 2022, by disciplining (b) (6), (b)	(7)(C) with a Final Written Warning.		
In about (b) (6), (b) (7)(c) 2022, by terminating (b) (6), (b)	o) (7)(C).		
In about (b) (6), (c) 2022, by disciplining (b) (6), (b)			
The Employer did not give notice or an opport	unity to bargain in violation of its obligations	to bargain under the Act for the	
termination of (b) (6), (b) (7)(C) and the disciple	ine of (b) (6), (b) (7)(C).		
3. Fu name of party f ng charge (if labor organization, g Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code) 4b. Te . No.			
2954 Main Street, Suite 556		(585) 473-3280	
Buffalo, NY 14214		4c. Ce No.	
		4d. Fax No.	
		4e. e-ma	
		gbonadonnajr@rrjb.org	
5. Fu name of nat ona or nternat ona abor organ zat or	n of wh ch t s an aff ate or const tuent un t (to be filled in	n when charge is filed by a labor organization)	
Workers United a/w SEIU			
6. DECL	ARATION	Te . No.	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		(716) 912-3480	
		Off ce, f any, Ce No.	
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.	
135 Delaware Ave., Ste. 502, Buffalo, NY 14202 September 9, 2022		e-ma	
Address Date		mdolce@hayesdolce.com	
		madice chaj esables.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case 03-CA-302451	Date F ed 08/31/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	ırring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 1210 Troy Schenectady Road, Latham, NY 12210	e. Emp oyer Representat ve Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @starbucks.com	g. e-ma hschultz@starbucks.com h. Number of workers emp oyed
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	20
The above-named employer has engaged in and is engage (list subsections) (3); (5) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the National Labo	r Relations Act, and these unfair labor ctices affecting commerce within the
2. Bas s of the Charge (set forth a clear and concise state On (b) (6). (b) (7)(C) 2022, the above-named Emplounion activity. The Employer did not give notice or an opport to bargain over the termination of (b) (6), (b) (7)	yer terminated (b) (6), (b) (7)(C) in response to unity to bargain in violation of its obligations	o union activity and to discourage
3. Fu name of party f ng charge (if labor organization, ga Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556))	4b. Te . No. (585) 473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nationa or international abor organization. Workers United a/w SEIU	of which it is an affiliate or constituent unit (to be filled)	in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Te . No. (716) 912-3480
/s/ Michael Dolce	ny knowledge and belief. Michael Dolce, Attorney	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY	7 14202 August 31, 2022 Date	e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
03-CA-302464	9/1/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		curring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Ave. South, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	g. e-ma hschultz@starbucks.com
5395 Sheridan Dr., Williamsville, NY 14221	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @ starbucks.com	h. Number of workers emp oyed 15
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaged	; ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (3); (5)	of the National Lab	oor Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are pro	actices affecting commerce within the
2. Bas s of the Charge (set forth a clear and concise state On (0)(0)(0)(0)(0), 2022, the above-named Emplo union activity. The Employer did not give notice or an opport	yer terminated (b) (6). (b) (7)(C) in response to unity to bargain in violation of its obligations	o union activity and to discourage
to bargain over the termination of (b) (6), (b) (7)(0	<u>v</u>].	
3. Fu name of party f ng charge <i>(if labor organization, gu</i> Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556	9)	4b. Te . No. (585) 473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat on	of which it is an aff ate or constituent unit (to be filled	d in when charge is filed by a labor organization)
Workers United a/w SEIU		
I declare that I have read the abo	ARATION ve charge and that the statements	Te . No. (716) 912-3480
/s/ Michael Dolce	ny knowledge and belief. Michael Dolce, Attorney	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY	7 14202 August 31, 2022 Date	e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
3-CA-302464	9/12/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

rile an original with NERB Regional Director for the region in		curring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Ave. South, Suite 800 Seattle, WA 98134	Howard Schultz, CEO (b) (6), (b) (7)(C)	g. e-ma hschultz@starbucks.com
5395 Sheridan Dr., Williamsville, NY 14221	(b) (c), (c) (d), (d) (d), (e), (e), (e), (e), (e), (e), (e), (e	h. Number of workers emp oyed 15
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) (3); (5)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the mea		<i>'</i>
meaning of the Act and the Postal Reorganization Act.	arming of the Act, of these times labor practices are pr	actions allesting commerce within the
2. Bas s of the Charge (set forth a clear and concise state In 2022, the above-named Employer distant to discourage union activity. On 31, 2022, the above-named Emplounion activity. The Employer did not give notice or an opport bargain over the termination of (b) (6). (b) (7)(C).	ciplined (b) (6), (b) (7)(C) with a Final Written very terminated (b) (6), (b) (7)(C) in response to unity to bargain in violation of its duty to ba	Warning in response to union activity o union activity and to discourage
Workers United		
4a. Address (Street and number, city, state, and ZIP code 2954 Main Street, Suite 556	9)	4b. Te . No. (585) 473-3280
Buffalo, NY 14214		4c. Ce No.
		4d. Fax No.
		4e. e-ma gbonadonnajr@rrjb.org
5. Fu name of nat ona or nternat ona abor organ zat or	n of wh ch t s an aff ate or const tuent un t (to be filled	d in when charge is filed by a labor organization)
Workers United a/w SEIU	·	
I declare that I have read the abo	ARATION ve charge and that the statements	Te . No. (716) 912-3480
are true to the best of n /s/ Michael Dolce	ny knowledge and belief. Michael Dolce, Attorney	Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY	•	e-ma mdolce@hayesdolce.com
		1

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
3-CA-304496	10/4/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	wiring.
a. Name of Employer		b. Tel. No.
		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
Specific Store Addresses listed in		g. e-mail
Attachment B	Howard Schultz, CEO	hschultz@starbucks.com
		h. Number of workers employed
		Approx. 100
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	'
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the	tices are practices affecting commerce within the mea	
See Attachments A and B. 3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No. (646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled	0.0
I declare that I have read the abo	ARATION ove charge and that the statements	Tel. No. (206) 257-6001
are true to the best of n	ny knowledge and belief. Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP	(i intotype hame and due of office, if any)	(206) 378-4132
18 West Mercer St., Ste. 400	Det- 40/00/0000	e-mail
Address Seattle, WA 98119 Date 10/03/2022		— multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

- 1. Store #07665 located at 4770 Transit Rd, Depew, NY 14043
- 2. Store #47843 located at 3186 Sheridan Dr, Amherst, NY 14226
- 3. Store #10395 located at 130 E Seneca St, Ithaca, NY 14850
- 4. Store #11932 located at 402 College Ave Suite 402, Ithaca, NY 14850
- 5. Store #65187 located at 722 South Meadow Street, Ithaca NY 14850

FORM NLRB-501 (2-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 04-CA-301648	Date Filed 8-18-22	

INSTRUCTIONS:

Eile an	original with I	III DD Dagianal I	hiractor for the i	ogion in which	the alleged unfair l	abor practice occurred	Lor is occurring

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
	215-387-1914	
Starbucks Corporation		c. Cell No.
•		C. Cell No.
		f Fay No
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
		g. e-mail
3401 Walnut Street,	Howard Schultz, CEO	hschultz@starbucks.com
Philadelphia, PA 19103		
		h. Number of workers employed
		20
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	·
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged	ning in unfair labor practices within the meaning of section	on 8(a) subsections (1) (3) and (5) of the
National Labor Relations Act, and these unfair labor pract	tices are practices affecting commerce within the meanin	
are practices affecting commerce within the meaning of the	ne Act and the Postal Reorganization Act.	
	1.50 5.1 22.5 0.0 0.0 1.5 1.1	
2. Basis of the Charge (set forth a clear and concise state		-
Within the past six months, the Employer has		
protected by Section 7 of the Act, discriminate		on activities, and refused to
bargain in good faith with their union by the fo		(6) (b) (7)(C) u(b) (6) (b) (7)(C)
Unilaterally reducing the work hours of	store partners, including but not limited to (b)	(b), (b) (r)(c) and (b) (b), (b) (r)(c).
	store partner (b) (6), (b) (7)(C), resulting in	constructive discharge.
3. Refusing to bargain over reductions in	partners' work hours.	
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
-4		646-448-6414
22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		1
		4d. Fax No.
		215-575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
Service Employees International Union		
	ARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		206-257-6019
are true to the best of m	ny knowledge and belief.	Office, if any, Cell No.
Ch Dam , Zlanak	Julian Gonzaloz Attornov	
James Marie	Julian Gonzalez, Attorney	Fax No.
dignature of representative or person making charge)	(Print/type name and title or office, if any)	206-378-4132
Barnard Iglitzin & Lavitt LLP	00/40/2022	
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	08/18/2022 Date	e-mail
		gonzalez@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	05-CA-300673	8/2/22

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is oc OYER AGAINST WHOM CHARGE IS BROUGHT	curring.
	OTEN MONITOR OTHINGE TO DISCOUNT	b. Tel. No.
a. Name of Employer Starbucks Corporation		703-829-1290
Similarity Corporation		c. Cell No.
		C. Con No.
		f. Fax. No.
		1. Fax. 140.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	q. e-mail
526 E. Market Street	(b) (6), (b) (7)(C)	20 20
Lessburg, VA 20176		(b) (6), (b) (7)(C) @starbucks.com
		h. Number of workers employed
		24
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	* ***********
Coffe Shop	Food and Beverage	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections) (3) and (5)	of the National Lab	oor Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are pr	ractices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
The Mid-Atlantic Regional Joint Board, Workers	United (" Union ') is the certified bargaining	representative for all full-time and
regular part-time baristas and shift supervisors em	ployed by Starbucks Corp. (" Employer ") at	its facility located at 526 East Market
Street, Leesburg, Virginia. Since approximately N		
attempted to coerce bargaining unit employees wh	no support the Union by its selective and dispar	ate application of newly
implemented/modified policies, including but not	limited to a new/modified dress code policy, s	ick leave policy, in-store safety
	(CONTINUED ON ATTACHED SHEET)	
3. Full name of party filing charge (if labor organization, g Mid-Atlantic Regional Joint Board	give full name, including local name and number)	
		4b. Tel. No.
4a. Address (Street and number, city, state, and ZIP code 5752 Industry Lane	0)	410-659-2191
Building C- Suite 101		
Frederick, MD 21704		4c. Cell No.
		4d. Fax No.
		4e. e-mail
	11170	pjaysr@marjb.org
5. Full name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be fille	ed in when charge is filed by a labor organization)
Workers United a/w SEIU		
6. DECLARATION		Tel. No.
I declare that I have read the abo	ve charge and that the statements	215-875-3100
are true to the best of the	my knowledge and belief.	Office, if any, Cell No.
Matthew D. Areman / Attorney		
(signature of representative of person plaking charge)	(Print/type name and title or office, if any)	Fax No.
/		215-790-0668
123 S. Broad Street - Suite 2020; Phila,	PA 19109 August 2, 2022	e-mail
Address	Date August 2, 2022	mareman@markowitzandrichman.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

CHARGE AGAINST EMPLOYER

2. Basis of the Charge (continued)

protocol, and disciplinary procedure. Moreover, the Employer's unilateral implementation/modification of the aforenoted policies was effectuated without notice or bargaining with the Union. The abovenamed employer also interfered with, coerced, discriminated and retaliated against employee employee employment on or about and ultimately terminated employment on or about 2022, for engaging in protected concerted activities and for the purpose of discouraging union membership.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date F ed
	06-CA-299353	7/14/22

INSTRUCTIONS:

1 FMPI	which the alleged unfair labor practice occurred or is occu OYER AGAINST WHOM CHARGE IS BROUGHT.	
a. Name of Emp oyer	STERVICIAINOT WHOM OF WROLE TO BROOGHT	b. Te . No.
Starbucks Corporation		206-318-2212
Starbucks Corporation		c. Ce No.
		n/a
		f. Fax. No.
170	I e B	—ln/a
d. Address (Street city state and ZIP code) 2401 Utah Ave. South, Ste. 800, Seattle,	e. Emp oyer Representative	g. e ma
WA 98134	Howard Schultz, President/CEO,	
W. (3) () ()		hschultz@starbucks.com
(See attachment for Pittsburgh-area location		h. Number of workers emp oyed
addresses)		Approx. 26
. Type of Estab shment (factory mine wholesaler etc.)	j. Ident fy pr nc pa product or serv ce	
Coffee shop	Food and beverage	
The above named emp oyer has engaged n and s engaged		
(st subsect ons) (3) and (5)		or Re at ons Act, and these unfar abor
pract ces are pract ces affect ng commerce with nithe mea	an ng of the Act, or these unfar abor pract ces are pra	ct ces affect ng commerce w th n the
mean ng of the Act and the Posta Reorgan zat on Act.		
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	oractices)
See Attachment.		
3. Fu name of party f ng charge (if labor organization g	ive full name including local name and number)	
The state of party for any charge (if labor organization growth with the state of the state	ive full name including local name and number)	
		4b. Te . No.
Workers United		4b. Te . No. 646-448-6414
Workers United 4a. Address (Street and number city state and ZIP code		646-448-6414 4c. Ce No.
Workers United 4a. Address (Street and number city state and ZIP code 22 S. 22nd St.,		646-448-6414
Workers United 4a. Address (Street and number city state and ZIP code 22 S. 22nd St.,		646-448-6414 4c. Ce No. n/a 4d. Fax No.
Workers United 4a. Address (Street and number city state and ZIP code 22 S. 22nd St.,		646-448-6414 4c. Ce No. n/a
Workers United 4a. Address (Street and number city state and ZIP code 22 S. 22nd St.,		646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma
Workers United 4a. Address (Street and number city state and ZIP code 22 S. 22nd St.,		646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065
Workers United 4a. Address (Street and number city state and ZIP code 22 S. 22nd St.,	p)	646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma phalin@pajbwu.org
Workers United 4a. Address (Street and number city state and ZIP code 22 S. 22nd St., Philadelphia, PA 19103	n of which it is an afficate or constituent unit <i>(to be filled</i>	646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma phalin@pajbwu.org
Workers United 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 5. Fu name of nat ona or nternat ona abor organ zat or Workers United a/w SE 6. DECLA	n of which it is an afficate or constituent unit (to be filled EIU ARATION	646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma phalin@pajbwu.org in when charge is filed by a labor organization) Te . No.
Workers United 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 5. Fu name of national or international abortorganization Workers United a/w SE 6. DECLA I declare that I have read the abortorganization	n of which it is an afficate or constituent unit (to be filled EIU ARATION ve charge and that the statements	646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma phalin@pajbwu.org in when charge is filed by a labor organization)
Workers United 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 5. Fu name of national or international abortorganization Workers United a/w SE 6. DECLA I declare that I have read the abortorganization	e) n of which it is an affiliate or constituent unit (to be filled) EIU ARATION ve charge and that the statements hy know edge and be ef.	646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma phalin@pajbwu.org in when charge is filed by a labor organization) Te . No.
Workers United 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 5. Fu name of national or international abortorganization Workers United a/w SE 6. DECLA I declare that I have read the abortorganization	an of which it is an afficate or constituent unit (to be filled EIU ARATION ve charge and that the statements have knownedge and be ef. Sarah Leah Tarlow, Attorney	646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma phalin@pajbwu.org in when charge is filed by a labor organization) Te . No. (215) 732-0101
Workers United 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 5. Fu name of national or international abortorganization Workers United a/w SE 6. DECLA I declare that I have read the abortorganization	e) n of which it is an affiliate or constituent unit (to be filled) EIU ARATION ve charge and that the statements hy know edge and be ef.	646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma phalin@pajbwu.org in when charge is filed by a labor organization) Te . No. (215) 732-0101 Off ce, f any, Ce No. n/a Fax No.
Workers United 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 5. Fu name of nat ona or nternat ona abor organ zat or Workers United a/w SE 6. DECL I dec are that I have read the abor are true to the best of meaning the state of	an of which it is an afficate or constituent unit (to be filled EIU ARATION ve charge and that the statements have knownedge and be ef. Sarah Leah Tarlow, Attorney	646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma phalin@pajbwu.org in when charge is filed by a labor organization) Te . No. (215) 732-0101 Off ce, f any, Ce No. n/a
Workers United 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 5. Fu name of nat ona or nternat ona abor organ zat or Workers United a/w SE 6. DECL I dec are that I have read the abor are true to the best of meaning the state of	ARATION ve charge and that the statements ny know edge and be ef. Sarah Leah Tarlow, Attorney (Print/type name and title or office, if any)	646-448-6414 4c. Ce No. n/a 4d. Fax No. 215-575-9065 4e. e ma phalin@pajbwu.org in when charge is filed by a labor organization) Te . No. (215) 732-0101 Off ce, f any, Ce No. n/a Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment to Charge Against Employer – Starbucks Corporation

1(d) – Employer Location

Pittsburgh-area Starbucks Corporation Location:

7 Market Square, Pittsburgh, PA, 15222

2 – Basis of the Charge

During the last six months, supervisors and agents of the Employer have:

- 1. Interfered with, restrained, and coerced its employees in the exercise of their rights protected by Section 7 of the Act by discriminating against certain employees by harassing, disparately treating, more closely supervising, strictly enforcing rules against them, and issuing written discipline to them because of their union activities or other concerted activities;
- 2. Discriminatorily terminated (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) on (c) (7)(C), (c) (7)(C)
- 3. Violated employees' Section 7 rights by refusing the request to have their Weingarten representative present;
- 4. Failed to notify the Union before the termination of these employees, depriving the Union of the ability to negotiate whether termination was warranted and/or proper under the circumstances; and
- 5. Enforced company policies (including dress code rules) against employees who support the Union by threatening disciplinary action even though these same policies were not previously enforced before the start of the Union campaign.

The Employer's actions at Starbucks stores in and around Pittsburgh, Pennsylvania demonstrate a general disregard for, and a proclivity to deny employees fundamental rights guaranteed by the Act.

The widespread nature of the Employer's campaign to threaten and coerce employees in Pittsburgh and elsewhere warrants broad relief on a regional or broader basis. 10(j) relief is requested.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE **AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date F ed
	06-CA-299353	8/17/22

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	Which the alleged untair labor practice occurred or is occu OYER AGAINST WHOM CHARGE IS BROUGHT	urring.
a. Name of Emp oyer	STERVICIANOT WHOM OF MICE TO BROOGHT	b. Te . No.
Starbucks Corporation		206-318-2212
Canbacke Corporation		c. Ce No.
		n/a
		f. Fax. No.
	I =	—n/a
d. Address (Street city state and ZIP code) 2401 Utah Ave. South, Ste. 800, Seattle,	e. Emp oyer Representative	g. e ma
WA 98134	Howard Schultz, President/CEO,	
W/ 00 10 1		hschultz@starbucks.com
(See attachment for Pittsburgh-area location		h. Number of workers emp oyed
addresses)		Approx. 26
. Type of Estab shment (factory mine wholesaler etc.)	j. Ident fy pr nc pa product or serv ce	
Coffee shop	Food and beverage	
The above named emp oyer has engaged n and s engaged		
(st subsect ons) (3) and (5)		or Re at ons Act, and these unfa r abor
pract ces are pract ces affect ng commerce with nithe mea	an ng of the Act, or these unfar abor pract ces are practices.	ct ces affect ng commerce w th n the
mean ng of the Act and the Posta Reorgan zat on Act.		
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	practices)
See Attachment.		
3. Fu name of party f ng charge (if labor organization g.	ive full name including local name and number)	
Workers United		
4a. Address (Street and number city state and ZIP code	e)	4b. Te . No.
22 S. 22nd St.,		646-448-6414
Philadelphia, PA 19103		4c. Ce No.
		n/a
		4d. Fax No.
		215-575-9065
		4e. e ma
		phalin@pajbwu.org
5. Fu name of nat ona or nternat ona abor organ zat or	of which it is an aff ate or constituent unit (to be filled	in when charge is filed by a labor organization)
Workers United a/w SE	ΞIU	
	ARATION	Te . No.
	ve charge and that the statements	(215) 732-0101
are true to the best of m	ny know edge and be ef.	Off ce, f any, Ce No.
Sarah Lean Tarlow	Sarah Leah Tarlow, Attorney	_ n/a
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
		(215) 732-7790
Address 230 S. Board St., Ste. 1400, Philadelphia, PA 19102 Date August 17, 2022		e ma
Audress 200 0. Board St., Ste. 1400, Pilliddelp	hia, PA 19102 Date August 17, 2022	starlow@spearwilderman.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Attachment to Charge Against Employer – Starbucks Corporation, case 06-CA-299353

1(d) - Employer Location

Pittsburgh-area Starbucks Corporation Locations:

7 Market Square, Pittsburgh, PA, 15222 ("Market Square")

3464 William Penn Highway, Pittsburgh, PA 15235 ("Penn Center East")

1400 East Carson Street, Pittsburgh, Pennsylvania 15203 ("East Carson Street")

2 - Basis of the Charge

Market Square

Section 8(a)(3) and (1)

- 1. In early 2022, the Employer disciplined employee (b) (6), (b) (7)(C) for wearing a Union t-shirt pursuant to the discriminatory enforcement of its dress code policies in retaliation for, or in order to discourage, Union activities.
- 2. On or about (b) (6), (b) (7)(c) 2022, the Employer disciplined employee (b) (6), (b) (7)(C) in retaliation for, or in order to discourage, Union activities.
- 3. On or about 2022, the Employer disciplined employee (b) (6), (b) (7)(C) in retaliation for, or in order to discourage, Union activities.
- 4. On or about Union t-shirt pursuant to the discriminatory enforcement of its dress code policies in retaliation for, or in order to discourage, Union activities.
- 5. On or about (b) (6), (b) (7)(C) in retaliation for, or in order to discourage, Union activities.
- 6. Since about July 13, 2022, (b) (6), (b) (7)(C) has denied employees access to a Market Square store-wide group chat in retaliation for, or in order to discourage, Union activities.

Section 8(a)(1)

- 7. Since about May 2022, the Employer has enforced its workplace rules concerning dress code in a manner that restricts employees exercise of their Section 7 rights.
- 8. In or around April and May 2022, via phone calls and one-on-one meetings at the store, (b) (6), (b) (7)(C) solicited grievances from employees.

- 9. Since about June 2022, the Employer has more closely scrutinized the timekeeping practices of employees.
- 10. On or about July 11, 2022, (b) (6), (b) (7)(C), acting as an agent of the Employer, during a conversation with employees working behind the counter at the Market Square store, threatened to send employees home pursuant to the discriminatory enforcement of the Employer's dress code policies.

Section 8(a)(5)

11. Since on or about June 6, 2022, the Employer has refused to bargain with the Union over discretionary disciplines and discharges issued to employees, and the effects thereof.

Penn Center East

Section 8(a)(3)

- 12. On or about (b) (6), (b) (7)(C) in retaliation for, or in order to discourage, Union activities.
- 13. On or about (b) (6), (b) (7)(C) are taliation for, or in order to discourage, Union activities. (b) (6), (b) (7)(C) in

Section 8(a)(1)

- 14. On or about July 13, 2022 (b) (6), (b) (7)(C), during conversations with employees outside of the Penn Center East store and in the back area of the Penn Center East store, threatened employees with termination.
- 15. On or about July 15, 2022, (b) (6), (b) (7)(C), during conversations with employees in the back area of the Penn Center East store, threatened employees with termination.
- 16. On or about August 2, 2022, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

 _____, during conversations with employees in the café area of the Penn Center East store and in the back area of the Penn Center East store, denied employees their Weingarten right to representation.

Section 8(a)(5)

17. Since on or about June 6, 2022, the Employer has refused to bargain with the Union over discretionary disciplines and discharges issued to employees, and the effects thereof.

East Carson Street

Section 8(a)(1)

18. On or about July 17, 2022, (b) (6), (b) (7)(C), during conversations with employees in the back area of the East Carson Street store, interrogated employees about their Union activities.

Section 8(a)(3)

19. Since about 2022, the Employer has scheduled employees for fewer hours in retaliation for, or in order to discourage, Union activities.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date F ed	
06-CA-300540	8/2/22	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

rile an original with NERB Regional Director for the region in	which the alleged unfair labor practice occurred or is c	occurring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Avenue South, Suite 800	Howard Schultz, CEO	g. e-ma
Seattle, WA 98134		hschultz@starbucks.com
See Attachment		h. Number of workers emp oyed Over 1,000
. Type of Estab shment <i>(factory, mine, wholesaler, etc.)</i> Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of s	section 8(a), subsections (1) and
(list subsections) (3); (5)	of the National La	abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are	practices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		-
2. Bas s of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair lab	or practices)
See Attachment		
O. F	to fill and the first of the fi	
3. Fu name of party f ng charge <i>(if labor organization, g</i> Workers United	ve tuli name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Te . No.
22 South 22nd Street		(646) 448-6414
Philadelphia, PA 19103		4c. Ce No.
		4d. Fax No.
		(215) 575-9065
		· ·
		4e. e-ma rminter@pjbwu.org
5. Fu name of nat ona or nternat ona abor organ zat or	of which it is an afficate or constituent unit (to be fil	led in when charge is filed by a labor organization)
Workers United a/w SEIU	·	
6 DECL	ARATION	Te . No.
6. DECLARATION I declare that I have read the above charge and that the statements		(716) 912-3480
are true to the best of n /s/ Michael Dolce	ny knowledge and belief. Michael Dolce, Attorney	Office, fany, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
125 D 1 A GC 502 D CC 1 NO	7.14202	
135 Delaware Ave., Ste. 502, Buffalo, NY		e-ma
Address		mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment to Charge Against Employer

Section 1.d – Locations

The list of stores with changes in operational hours includes but is not limited to:

- 25 Astor Place, New York City, NY 10003
- 11 E. Central Street, Worcester, MA 01605
- 1730 22nd Avenue, Seattle, WA 98122
- 30-18 Astoria Boulevard, Long Island City, NY 11102
- 745 Ocean Street, Santa Cruz, CA 95060
- 620 Northwest Highway, Cary, IL 60098
- 4712 Cedar Avenue, Minneapolis, MN 55407
- 228 Robert C. Daniel Jr. Parkway, Augusta, GA 30907
- 1174 E. 55th Street, Chicago, IL 60615
- 12235 N. Center Drive, Portland, OR 97217
- 1895 Franklin Boulevard, Eugene, OR 97403
- 814 Iowa Street, Bellingham, WA 98225
- 120 S. Zeeb Road, Suite 101, Ann Arbor, MI 48013
- 12911 Factory Lane, Louisville, KY 40245
- 300 Snelling Ave S., Suite C, St. Paul, MN 55105
- 1601 Willow Lawn Drive, Richmond, VA 23230
- 1955 41st Avenue, Unit 1a, Capitola, CA 95010
- 2264-1 N. Monroe Street, Tallahassee, FL 32303
- 132 NW 23rd Street, Oklahoma City, OK 73103
- 4303 Meridian Street, Suite 101, Bellingham, WA 98226
- 933 Elmwood Avenue, Buffalo, NY 14222
- 126 West Rockland Plaza, Nanuet, NY 10954
- 3616 N. May Avenue, Oklahoma City, OK 73112
- 2320 W. University Drive, Denton, TX 76201
- 4585 Washtenaw Avenue, Ann Arbor, MI 48108
- 16806 Georgia Avenue, Olney, MD 20832
- 1775 Walden Avenue, Suite 500, Cheektowaga, NY 14225
- 9660 Transit Road, 101, East Amherst, NY 14051
- 3220 Sheridan Drive, Amherst, NY 14226
- 8880 S. Howell Avenue, Oak Creek, WI 53154
- 555 SW Oak Street, Portland, OR 97204
- 2328 W. Burnside Street, #2, Portland, OR 97210
- 2830 Willamette Street, Eugene, OR 97405
- 495 W. 7th Avenue, Eugene, OR 97401
- 3110 W. 11th Avenue Eugene, OR 97402
- 3464 William Penn Highway, Pittsburgh, PA 15235
- 7707 McKnight Road, Pittsburgh, PA 15237
- 1400 East Carson Street, Pittsburgh, PA 15203

- 4770 Transit Road, Depew, NY 14043
- 3390 E. 7th. Street, Long Beach, CA 90804
- 1123 NW 63rd Street, Nichols Hills, OK 73116
- 18710 East 39th Street S, Independence, MO 64057
- 1948 Beacon Street, Boston, MA 02135
- 308 W. Broadway Street, Gardener, MA 01440
- 75 Mt. Auburn Street, Watertown, MA 02472

Section 2 – Basis of Charge

In the past six months, the Employer has failed to bargain in good faith with Workers United as the exclusive collective-bargaining representative of unit employees by altering work hours, and related changes in scheduling, without providing the Union notice and an opportunity to bargain in violation of Section 8(a)(1) and (5). The Employer included amongst these changes a new policy, the "4am daypart divide" in a nationwide announcement to all stores. Such changes in work hours impact the health and safety of unit members who are now forced to report to work in the middle of the night.

The Employer interfered with, restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by creating the "4am daypart divide" policy in response to union activity and to discourage union activity in violation of Section 8(a)(1) and (3).

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date F ed
06-CA-302100	8/26/22

NSTRU	JCTI	IONS:
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File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer		b. Te . No.
Starbucks Corporation		206-318-2212
		c. Ce No.
		n/a
		f. Fax. No.
d. Address (Street city state and ZIP code)	e. Emp oyer Representat ve	—∣n/a
2401 Utah Ave. South, Ste. 800, Seattle,	Howard Schultz, President/CEO,	g. e ma
WA 98134	Toward Schaltz, Fresident/CEO,	backultz@atarbuaka.com
W/ 00 10 1		hschultz@starbucks.com
(See attachment for Pittsburgh-area location		h. Number of workers emp oyed
addresses)		Approx. 26
. Type of Estab shment (factory mine wholesaler etc.)	j. Ident fy pr nc pa product or serv ce	·
Coffee shop	Food and beverage	
The above named emp oyer has engaged n and s engaged	ng n unfar abor pract ces with nithe meaning of sect	t on 8(a), subsect ons (1) and
(st subsect ons) (3) and (5)	of the Nat ona Labo	or Re at ons Act, and these unfa r abor
pract ces are pract ces affect ng commerce wth n the mea	an ng of the Act, or these unfar abor pract ces are pra	ict ces affect ng commerce w th n the
mean ng of the Act and the Posta Reorgan zat on Act.		
2. Bas s of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor p	practices)
See Attachment.		,
3. Fu name of party f ng charge (if labor organization g	ive full name including local name and number)	
Workers United		
4a. Address (Street and number city state and ZIP code)	4b. Te . No.
22 S. 22nd St.,		646-448-6414
Philadelphia, PA 19103		4c. Ce No.
		n/a
		4d. Fax No.
		215-575-9065
		4e. e ma
		phalin@pajbwu.org
5. Fu name of nat ona or nternat ona abor organ zat or	of which it is an affiliate or constituent unit (to be filled	
		, , ,
Workers United a/w SE		
6. DECL	ARATION	Te . No.
	ve charge and that the statements	(215) 732-0101
are true to the best of my know edge and be ef.		Off ce, f any, Ce No.
Sarah Leah Anlew	Sarah Leah Tarlow, Attorney	n/a
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
		(215) 732-7790
000 0 5 100 00 100 500	DA 40400	e ma
Address 230 S. Board St., Ste. 1400, Philadelp	hia, PA 19102 Date August 25,2022	— starlow@spearwilderman.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment to Charge Against Employer - Starbucks Corporation

1(d) – Employer Location

Pittsburgh Greater Area Starbucks Corporation Location:

Lakeside Plaza, 4080 Washington Rd., McMurray, PA 15317 ("Peters Township")

2 – Basis of the Charge

During the last six months, supervisors and agents of the Employer have:

- 1. Interfered with, restrained, and coerced its employees in the exercise of their rights protected by Section 7 of the Act by discriminating against certain employees by harassing, disparately treating, more closely supervising, strictly enforcing rules against them, and issuing written discipline to them because of their union activities or other concerted activities;
- 2. Discriminatorily terminated (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), 2022;
- 3. Failed to notify the Union before the termination of this employee, depriving the Union of the ability to negotiate whether termination was warranted and/or proper under the circumstances; and
- 4. Enforced company policies (including dress code rules) against employees who support the Union by threatening disciplinary action even though these same policies were not previously enforced before the start of the Union campaign.

The Employer's actions at Starbucks stores in and around Pittsburgh, Pennsylvania demonstrate a general disregard for, and a proclivity to deny employees fundamental rights guaranteed by the Act.

The widespread nature of the Employer's campaign to threaten and coerce employees in Pittsburgh and elsewhere warrants broad relief on a regional or broader basis. 10(j) relief is requested.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 06-CA-304556	Date Filed 10/03/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Starbualta Corneration		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
ATTER TO THE PROPERTY OF THE P	TI IS I I GEO	g. e-mail
4765 Liberty Avenue Pittsburgh, PA 15224	Howard Schultz, CEO	hschultz@starbucks.com
(Store #07749)		h. Number of workers employed
		Approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged		n 8(a) subsections (1) and (5) of the
National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	tices are practices affecting commerce within the meaning	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pra	actices)
Within the past six months, on a nationwide basis,		_
at the store located at 4765 Liberty Avenue Pittsbur		
sent by the Union; 2) not providing a single barg		
furnishing of information; and/or 4) providing unla	awiting limited information without a legitimate b	asis for objection.
The above unlawful behaviors have made it impos	sible to begin bargaining a contract at this store.	
The Union requests 10(j) relief in this charge.		
3. Full name of party filing charge (if labor organization, g.	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
Service Employees International Union		
	ARATION	Tel. No.
	ve charge and that the statements ny knowledge and belief.	(206) 257-6001
1/1.	y moments and benefit	Office, if any, Cell No.
10/m/ 10	Marina Multhaup, Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400	D / 40/00/2000	e-mail
Address Seattle, WA 98119	Date <u>10/03/2022</u>	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
10-CA-300497	08-01-2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is o	ccurring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 865-688-2891
		c. Cell No.
1.4.11(0)	L. Faralana Barana da fira	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 116 Merchant Dr., Knoxville, TN 37912	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @starbucks.com
		h. Number of workers employed 28
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of so	ection 8(a), subsections (1) and
(list subsections) (3); (5)	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are p	practices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state During the past six months and continuing:	ement of the facts constituting the alleged unfair labo	r practices)
1) Starbucks interfered with, restrained, and coerce membership in Workers United, by disciplining en		
2) Starbucks refused to bargain collectively with the to, and negotiating with, Workers United.	ne representative of its employees by making of	changes to working hours without notice
3. Full name of party filing charge <i>(if labor organization, g)</i> Workers United, Southern Regional Joint Board	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	P)	4b. Tel. No.
1777 Phoenix Parkway, Suite 230 Atlanta, GA 30349		4c. Cell No.
		4d. Fax No.
		4e. e-mail baumann2468@gmail.com
5. Full name of national or international labor organization Workers United	n of which it is an affiliate or constituent unit (to be fill	ed in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 404-622-0521,ext.2244
s/ Michael B. Schoenfeld	ny knowledge and belief. Michael B. Schoenfeld, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Stanford Fagan LLC, 2540 Lakewood Av Address GA 30315	ve. SW, Atlanta, Date Aug 1, 2022	e-mail michaels@sfglawyers.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	10-CA-300497	9/20/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

	Willow the dileged dilium labor practice cocurred or is cocurrin	· 0
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 865-688-2891
		c. Cell No.
1.4.11	- Faralana Bararantati a	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 116 Merchant Dr., Knoxville, TN 37912	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail troderick@starbucks.com
		h. Number of workers employed 28
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engage	jing in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (3); (5)	of the National Labor Re	elations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state During the past six months and continuing:	ment of the facts constituting the alleged unfair labor prac	tices)
1) Starbucks interfered with, restrained, and coerced its employees in the exercise of Section 7 rights, and sought to discourage membership in Workers United, by disciplining and terminating employee (b) (6), (b) (7)(c) for engaging in protected concerted and Union activities; and 2) Starbucks refused to bargain collectively with the representative of its employees by making changes to working hours without notice to, and negotiating with, Workers United.		
3. Full name of party filing charge (if labor organization, g. Workers United, Southern Regional Joint Board	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
1777 Phoenix Parkway, Suite 230 Atlanta, GA 30349		4c. Cell No.
		4d. Fax No.
		4e. e-mail baumann2468@gmail.com
5. Full name of national or international labor organization Workers United	of which it is an affiliate or constituent unit <i>(to be filled in</i> พ	hen charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. 404-622-0521,ext.2244
s/ Michael B. Schoenfeld	Michael B. Schoenfeld, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No.
Stanford Fagan LLC, 2540 Lakewood Av Address GA 30315	re. SW, Atlanta, Date Sep 19, 2022	e-mail michaels@sfglawyers.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	10-CA-300921	8/8/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 208-318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C)	g. e-mail hschultz@starbucks.com
4686 Clemson Blvd., Anderson, SC 29621	®gmail.com	h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage	
(list subsections) (3) (5)	ing in unfair labor practices within the meaning of section of the National Labor Reaning of the Act, or these unfair labor practices are practice	elations Act, and these unfair labor
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) In the past six months, the above-named Employer, by its officers, agents, and representatives, has violated the Act by: On or about [0](6)(6)(7)(6) 2022, Starbucks suspended or effectively suspended Union leaders and supporters, prohibited them from working in other Starbucks locations, banned them from entering all Starbucks locations, reported them to police, and closed the store's operation, in retaliation for workers' protected concerted activity. Starbucks failed to give the Union notice or an opportunity to bargain over any of these actions. The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights.		
3. Full name of party filing charge (if labor organization, go Workers United, Southern Regional Joint Board	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1777 Phoenix Parkway, Suite 230, Atlanta, GA 30.		4b. Tel. No. 770-306-8856
		4c. Cell No.
		4d. Fax No.
		4e. e-mail baumann2468@gmail.com
5. Full name of national or international labor organization Workers United, a/w SEIU	of which it is an affiliate or constituent unit (to be filled in w.	hen charge is filed by a labor organization)
/ I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. 716-608-3427
lan Manges	Ian Hayes, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Hayes Dolce Address 135 Delaware Ave., Ste. 502, Buffalo, NY	7 14202 Date Aug 6, 2022	e-mail ihayes@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	10-CA-301421	8/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

rile an original with NERB Regional Director for the region in	which the alleged umair labor practice occurred or is	occurring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	Γ
a. Name of Employer Starbucks Corporation		b. Tel. No. 706-731-0847
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800, Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail
228 Robert C Daniel Jr Pkwy, Augusta, GA 30907	(b) (6), (b) (7)(C)	h. Number of workers employed 38
i. Type of Establishment <i>(factory, mine, wholesaler, etc.)</i> Coffee shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of	f section 8(a), subsections (1) and
(list subsections) (3); (5)	•	Labor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea		·
meaning of the Act and the Postal Reorganization Act.	-	· ·
2. Basis of the Charge (set forth a clear and concise state On or around (b) (6). (b) (7)(C) 2022, Starbucks interfere sought to discourage membership in Workers Uni and Union activities. Starbucks failed to give the U	ed with, restrained, and coerced its employed ted by terminating (b) (6), (b) (7)(C) Union notice or an opportunity to bargain over	or engaging in protected concerted er this disciplinary action.
3. Full name of party filing charge (if labor organization, gas Workers United, Southern Regional Joint Board	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1777 Phoenix Parkway, Suite 230, Atlanta, GA 30349	2)	4b. Tel. No.
30349		4c. Cell No.
		4d. Fax No.
		4e. e-mail baumann2468@gmail.com
5. Full name of national or international labor organization Workers United	n of which it is an affiliate or constituent unit <i>(to be</i>	filled in when charge is filed by a labor organization)
	ARATION ve charge and that the statements	Tel. No. 404-622-0521, ext. 2244
are true to the best of my knowledge and belief. s/ Michael B. Schoenfeld Michael B. Schoenfeld, Attorney		Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Stanford Fagan LLC, 2540 Lakewood Av Address GA 30315	ve. SW, Atlanta, Date Aug. 16, 2022	e-mail michaels@sfglawyers.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	10-CA-302699	9/6/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

The art original with NEXE Regional Effects for the region in	which the alleged unial labor practice occurred or is occurr	my.	
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Starubcks Corporation		b. Tel. No. 208-318-2212	
		c. Cell No.	
Address (Obsert eite state and 710 ands)	- Continue Description	f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C)	g. e-mail hschultz@starbucks.com	
4686 Clemson Blvd., Anderson, SC 29621	@gmail.com	h. Number of workers employed 25	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and	
(list subsections) (3) (5)		Relations Act, and these unfair labor	
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state In the past six months, the above-named Employer	ement of the facts constituting the alleged unfair labor pract, by its officers, agents, and representatives, has vi	ctices) colated the Act by:	
On or about (b) (6), (b) (7)(C) 2022, Starbucks terminated six (b) (6), (b) (7)(C) in retaliation for their Union activity - (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and over the terminations.			
The Union seeks expedited injunctive relief under	Section 10(j) of the Act to prevent irreparable dest	ruction of employee rights.	
3. Full name of party filing charge (if labor organization, g Workers United, Southern Regional Joint Board	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code 1777 Phoenix Parkway, Suite 230, Atlanta, GA 30	e) 349	4b. Tel. No. 770-306-8856	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail baumann2468@gmail.com	
5. Full name of national or international labor organization Workers United, a/w SEIU	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)	
I declare that I have read the abo	ARATION we charge and that the statements	Tel. No. 716-608-3427	
are true to the best of my knowledge and belief. Ian Hayes, Attorney		Office, if any, Cell No.	
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No.	
Hayes Dolce Address 135 Delaware Ave., Ste 502, Buffalo, NY 14202 Date 9-2-22		e-mail ihayes@hayesdolce.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	10-CA-302805	09/07/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NERB Regional Director for the region in	which the alleged dilian labor practice occurred or is occurr	iig.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 208-318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C)	g. e-mail hschultz@starbucks.com
121 Cusick Rd., Alcoa, TN 37701	(b) (6), (b) (7)(C)	h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (5)	of the National Labor R	Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act. or these unfair labor practices are practic	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.	, , , , , , , , , , , , , , , , , , , ,	3
Basis of the Charge (set forth a clear and concise state)	ement of the facts constituting the alleged unfair labor prac-	ctices)
In the past six months, the above-named Employer	r, by its officers, agents, and representatives, has vi	olated the Act by:
The Employer prohibited the posting of Union literature in non-public areas of the store, contrary to a longstanding policy. The Employer made this change without notice or an opportunity to bargain to the Union. On or about September 7, 2022, a representative of the Employer threatened discipline of a Union supporter in retaliation for Union		
activity. The Union seeks expedited injunctive relief under	Section 10(j) of the Act to prevent irreparable dest	ruction of employee rights.
3. Full name of party filing charge (if labor organization, g Workers United, Southern Regional Joint Board	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 1777 Phoenix Parkway, Suite 230, Atlanta, GA 30	e) 349	4b. Tel. No. 770-306-8856
		4c. Cell No.
		4d. Fax No.
		4e. e-mail baumann2468@gmail.com
5. Full name of national or international labor organization Workers United, a/w SEIU	n of which it is an affiliate or constituent unit <i>(to be filled in</i> v	when charge is filed by a labor organization)
/ I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 716-608-3427
lan Hayes	ny knowledge and belief. Ian Hayes, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Hayes Dolce Address 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 Date 9-7-22		e-mail ihayes@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	10-CA-304520	10/3/22

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ng.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Starbucks Corporation		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
		g. e-mail
116 Merchant Dr, Knoxville, TN 37912	Howard Schultz, CEO	hschultz@starbucks.com
(Store #09780)		h. Number of workers employed
		Approx. 20
	i ld-eff iildd	Approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the state of the s	tices are practices affecting commerce within the meaning	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor prac-	ctices)
Within the past six months, on a nationwide basis,		
at the store located at 116 Merchant Dr, Knoxville,		
by the Union; 2) not providing a single bargaining of		
of information; and/or 4) providing unlawfully lim	ited information without a legitimate basis for obje	ection.
The above unlawful behaviors have made it impos	sible to begin bargaining a contract at this store.	
The Union requests 10(j) relief in this charge.		
3. Full name of party filing charge (if labor organization, ga	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
_		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
E Full name of national as international labor association	of which it is an affiliate or constituent unit #_ L = EU1 is	010
5. Full name of national or international labor organization Service Employees International Union	i oi which it is an ainmate of constituent unit <i>(to be filled in</i> t	wnen cnarge is filed by a labor organization)
0.050	ADATION	Tel. No.
	ARATION ve charge and that the statements	(206) 257-6001
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		` '
Office, if any, Cell No.		
1000	Marina Multhaup, Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400	D_4_ 40/00/0000	e-mail
Address Seattle, WA 98119	Date <u>10/03/2022</u>	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	14-CA-291665	Date Filed March 4, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No.
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	La Faralesca Danas antalisa	f. Fax. No.
101201 W. 75 th St. Overland Park, KS 66204	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @starbucks.com
		h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Retailer	j. Identify principal product or service Coffee	
unfair labor practices are practices affecting comme 2. Basis of the Charge (set forth a clear and concise state Within the past six months, the Employer unlawful meeting with management, a majority of bargainin showing proof that a majority wish to be represen reason to question that the Union has majority supp Due to the nature of the Employer's illegal conduct relief.	ement of the facts constituting the alleged unfair labor prolly failed and refused to recognize the Union and unit members presented a petition signed by steed by the Union. This proof of majority status cont within the bargaining unit, but the Employer co	ractices) d bargain in good faith when, during a a majority of bargaining unit members denied the Employer of any good-faith ontinues to fail to recognize the Union.
Full name of party filing charge (if labor organization, good Chicago and Midwest Regional Joint Board, Worker)		
4a. Address (Street and number, city, state, and ZIP code 333 S. Ashland Ave. Chicago, IL 60607)	4b. Tel. No. (312) 738-6100 4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Workers United/SEIU	n of which it is an affiliate or constituent unit (to be filled in	า when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6012
Halid Fully	Gabe Frumkin, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. 206-378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>03/04/2022</u>	e-mail Frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
14-CA-291665	June 8, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No.
10201 W. 75th St., Overland Parks, KS 66204	(b) (6), (b) (7)(C)	g. e-mail (b) (6). (b) (7)(C) @starbucks.com
		h. Number of workers employed approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	tices are practices affecting commerce within the meani	on 8(a), subsections (1) and (5) of the ing of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise state Please see attached	mient of the facts constituing the alleged unian labor pr	actives)
3. Full name of party filing charge (if labor organization, go Chicago and Midwest Regional Joint Bo United/SEIU		
4a. Address (Street and number, city, state, and ZIP code	2)	4b. Tel. No. 312 738 6100
333 S. Ashland Ave., Chicago, IL 60607		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled i	n when charge is filed by a labor organization)
Worker Untied/ Service Employees Intern		Tal Na
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6012 Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	Gabe Frumkin, Attorney (Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 6/8/2022	e-mail frumkin@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

The Employer violated Section 8(a)(1) and (5) of the Act when on or about January 31, 2022; March 3, 2022; and March 7, 2022, and continuing to present, it refused to recognize and bargain with the Union as the collective-bargaining representative of its employees where it did not have a good faith doubt as to the Union's majority status.

On February 2, 2022, the Employer, through (b) (6), (b) (7)(C) threatened employees with reprisal if they declined to listen to employer speech concerning employee exercise of Section 7 rights in violation of Section 8(a)(1) of the Act.

On dates including but not limited to a date in early February 2022; February 15, 2022; February 16, 2022, the Employer, through (b) (6), (b) (7)(C), threatened employees with reprisal if they declined during Partner Development Conversations to listen to employer speech concerning employee exercise of Section 7 rights in violation of Section 8(a)(1) of the Act.

On March 3, 2022, the Employer, through (b) (6), (b) (7)(C), threatened employees with reprisal if they declined to listen to employer speech concerning employee exercise of Section 7 rights in violation of Section 8(a)(1) of the Act.

Due to the nature of the Employer's illegal conduct in this and other cases, the Union requests that the Board issue a bargaining order and seek immediate 10(j) relief.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	14-CA-298038	June 22, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	OYER AGAINST WHOM CHARGE IS BROUGHT	nng.
	OTER AGAINST WHOM CHARGE IS BROUGHT	L T-1 N-
a. Name of Employer		b. Tel. No.
Starbucks		(b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	-
1500 S Lindbergh Blvd	o. Employer representative	g. e-mail
, and the second		
MO St. Louis 63131		h. Number of workers employed
		26
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	·
Restaurants	Coffee	
The above-named employer has engaged in and is engaged	I ging in unfair labor practices within the meaning of section	n8(a) subsections (1) and
(list subsections) 5,3		Relations Act, and these unfair labor
practices are practices affecting commerce within the me		
meaning of the Act and the Postal Reorganization Act.	aring of the Act, of those arinal labor practices are pract	icos directing commerce within the
	amont of the feets constituting the allowed unfairleborns	action o
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unital riabor pra	actices)
See additional page		
u filing abarga (if labor amanization a	in a full name including lacal name and number	
(b) (6), (b) (7)(C) stilling charge (if labor organization, g	ive ruii name, including locarname and number)	
		AL T-I No
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.
		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
i 5. Fuli name of national of international labor organizatio	n of which it is an affiliate or constituent unit <i>(to be filled in</i>	(b) (6), (b) (7)(C) when charge is filed by a labor organization)
5. Full name of national of international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in	
5. Fuli name of national or international labor organizatio	n of which it is an affiliate or constituent unit (to be filled in	
	n of which it is an affiliate or constituent unit (to be filled in	
6. DECL I declare that I have read the abo	ARATION ove charge and that the statements	when charge is filed by a labor organization)
6. DECL I declare that I have read the abo	ARATION	when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C)
6. DECL.	ARATION ove charge and that the statements over the statement of the sta	when charge is filed by a labor organization) Tel. No.
6. DECL. I declare that I have read the abo (b) (6), (b) (7)(C) are true to the best of n	ARATION ove charge and that the statements	when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.
6. DECL.	ARATION ove charge and that the statements over the statement of the sta	when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C)
6. DECL. I declare that I have read the abo (b) (6), (b) (7)(C) are true to the best of n	ARATION ove charge and that the statements over the statements of the statements o	when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. Fax No.
6. DECL. I declare that I have read the about the first true to the best of numbers of the declared that I have read the about true to the best of numbers of the first true to the first true true to the first true true true true true true true tru	ARATION ove charge and that the statements over the statements of the statements o	when charge is filed by a labor organization) Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or

supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
Entire Staff	New/Arbitrary Rule Enforcement	06/20/2022

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining

representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
(b) (6), (b) (7)(C) introduced an unenforced rule	06/20/2022

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
^{Case}	Date F ed
14-CA-299315	July 13, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Emp oyer Starbucks Corporation		b. Te . No. 208-318-2212
		c. Ce No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Emp oyer Representat ve	
2401 Utah Avenue South, Suite 800	Howard Schultz, CEO	g. e-ma hschultz@starbucks.com
132 NW 23rd St., Oklahoma City, OK	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @ starbucks.com)	h. Number of workers emp oyed 33
. Type of Estab shment (factory, mine, wholesaler, etc.) Coffee shop	j. Ident fy pr nc pa product or serv ce Food and beverage	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (5)		Relations Act, and these unfair labor
practices are practices affecting commerce within the mea meaning of the Act and the Postal Reorganization Act. 2. Bas s of the Charge (set forth a clear and concise state		
The NLRB certified the Union as the bargaining give notice or an opportunity to bargain over a policy, both of which were announced in June obligations to bargain under the Act. The Emphanges in policies. The Employer also threated to bargain does not extend to "policies" and or anything for at least a year.	n announced change to the store's Time and A 2022 and went into effect June 20, 2022, in vi ployer has also refused to bargain over the effe ened a Union representative in or around July hly to "wages and benefits" and that the Emplo	Attendance Policy and call-in olation of the Employer's ects of implementing such 12, 2022, claiming that the duty
3. Fu name of party f ng charge <i>(if labor organization, g</i> . Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 22 South 22nd St, Philadelphia PA 16103	9)	4b. Te . No. 646 448 6414
		4c. Ce No.
		4d. Fax No.
		4e. e-ma rminter@pjbwu.org
5. Fu name of nat ona or nternat ona abor organ zat on	of which it is an aff ate or constituent unit (to be filled in a	when charge is filed by a labor organization)
Workers United, a/w SEIU		
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief	Te . No. 716-912-3480
are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney		Off ce, f any, Ce No.
(signature of representative or person making charge)	(Print/type name and title or office if any)	Fax No.
135 Delaware Ave., Ste. 502, Buffalo, NY		e-ma mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case Date F ed

14-CA-299315 August 1, 2022

F e an or g na w th NLRB Reg ona D rector for the reg on n which the a leged unfair abor practice occurred or s occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Emp oyer		b. Te . No.
Starbucks Corporation		(208) 318-2212/((b) (6), (b) (7)(C)
		c. Ce No.
d. Address (Street city state and ZIP code)	e. Emp oyer Representat ve	f. Fax No.
2401 Utah Avenue South, Suite 800	Howard Schultz, CEO	
Seattle, WA 98134	· ·	g. e ma
	(b) (6), (b) (7)(C)	hschultz@starbucks.com
132 NW 23rd Street, Oklahoma City,	(b) (6), (b) (7)(C) @starbucks.com)	h. Number of Workers Emp oyed
OK 73103	(@starbacks.com)	33
OK 73103		
. Type of Estab shment (factory mine	. Ident fy Pr nc pa Product or Serv ce	•
wholesaler etc.)	•	
,	Food and Beverage	
Conce chep	Toda and Bovorago	
. The above named emp oyer has engaged n and s	engaging in unfair abor practices within the me	an ng of sect on 8(a), subsect ons (1) and (5) of
the Nat ona Labor Re at ons Act, and these unfar a		
abor pract ces are pract ces affect ng commerce w the		
2. Bas s of the Charge (set forth a clear and concise	statement of the facts constituting the alleged un	fair labor practices)
SEE ATTACHED		
3. Fu name of party f ng charge (if labor organization	on give full name including local name and num	ber)
Workers United		,
4a. Address (Street and number city state and ZIP	code)	4b. Te . No.
22 South 22nd Street, Philadelphia, PA		(646)448-6414
		4c. Ce No.
		4d. Fax No.
		(215)575-9065
		4e. e ma
		rminter@pjbwu.org
5. Fu name of nat ona or nternat ona abor organ z	at on of which it is an affiliate or constituent unit	
organization)	at on or whom to a an air ate or constituent unit	to be filled in when energe is filed by a label
Workers United, a/w SEIU		
Workers Officed, a/W SETO		
6. DECLAR	PATION	Te . No.
I dec are that I have read the above charge and		1011101
know edge		(716) 912-3480
		Office, fany, Ce No.
/s/ Michael Dolce	Michael Dolos, Attorney	
(planeture of representative or nersen metrics at	rge) Michael Dolce, Attorney (Print/type name and title or office if	Foy No.
(signature of representative or person making cha	-,	Fax No.
Address 4000 4 5: 50	any)	
Address: 135 Delaware Ave., Ste. 503	2, Date: August 1, 2022	e ma
Buffalo, NY 14202		mdolce@hayesdolce.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT

2. Basis of Charge

On or about June 20, 2022, the Employer interfered with, restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by changing the Time and Attendance Policy and Call-In Policy in response to Union or other protected concerted activity in violation of Section 8(a)(3).

On July 12, 2022, the Employer, through (b) (6), (b) (7)(C) , told employees that the Employer would not negotiate over policies, including but not limited to attendance and dress code policies, and would only negotiate over pay and benefits in violation of Section 8(a)(1) of the Act.

On July 12, 2022, the Employer, through (b) (6), (b) (7)(C) , threatened employees with stricter enforcement of policies going forward because employees engaged in union activity.

On July 12, 2022, the Employer, through (b) (6), (b) (7)(C), told employees that it could take a year to even begin negotiations for a contract in violation of Section 8(a)(1) of the Act.

On or about July 18, 2022, the Employer interfered with, restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by creating a policy prohibiting the posting of Union literature in response to Union or other protected concerted activity in violation of Section 8(a)(1) and/or (3).

On or about July 22, 2022, the Employer interfered with, coerced and restrained employees in the exercise of rights protected by Section 7 of the Act by removing union literature from non-work areas of the store and removing references to the union from the Community Board in violation of Section 8(a)(1).

On or about July 28, 2022, the Employer, through (b) (6), (b) (7)(C), threatened employees with corrective action if they posted union literature at the store.

The Employer has failed to bargain in good faith with Workers United as the exclusive collective-bargaining representative of unit employees by making unilateral changes to the status quo enforcement of the following policies and/or procedures without providing the Union notice and opportunity to bargain in violation of Section 8(a)(5):

On or about June 20, 2022	Time and Attendance Policy
On or about June 20, 2022	Call In Policy
On or about July 18, 2022	Dress Code Policy
On or about July 18, 2022	Posting of Union Literature in Non-work areas and posting of union communications on the Community Board
On or about July 20, 2022	Store Hours

Since on or about July 5, 2022 and continuing to present, the Employer has failed and refused to bargain in good faith with Workers United as the exclusive collective-bargaining representative of unit employees by refusing to bargain over changes to policy and procedure affecting terms and conditions of employment.

Since on or about July 5, 2022 and continuing to present, the Employer has failed and refused to bargain in good faith with Workers United as the exclusive collective-bargaining representative of unit employees by refusing to respond to the Union's request to bargain a contract.

Since on or about July 5, 2022 and continuing to present, the Employer has failed and refused to bargain in good faith with Workers United by failing and refusing to provide information requested by the Union's bargaining committee via email on July 5, 2022.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	14-CA-300070	July 25, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
170		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 3616 N May Avenue	e. Employer Representative Howard Schultz, <u>President and CEO</u> (see attached for (b) (6), (b) (7)(C)	g. e-mail hschultz@starbucks.com
Oklahoma Čity, OK 73112		h. Number of workers employed 28
i. Type of Establishment (factory, mine, wholesaler, etc.) retail	j. Identify principal product or service coffee	
The above-named employer has engaged in and is engage	jing in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (5)	of the National Labor R	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state The NLRB certified the Union as the bargaining re- safety aspects of upcoming remodeling work, as w information in connection with its request to barga request to bargain or for information, in violation of	presentative of employees in June 2022. The union ell as over employee staffing during the remodelin in. Despite the approaching remodeling work, the	n requested bargaining over health & g. Finally, the union requested company has not responded to the
Full name of party filing charge (if labor organization, git Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 22 South 22nd St, Philadelphia PA 16103	9)	4b. Tel. No. 646 448 6414
		4c. Cell No.
		4d. Fax No.
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization SEIU	of which it is an affiliate or constituent unit (to be filled in v	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (512) 474-6200
manul and the best of m	ny knowledge and belief. Manuel Quinto-Pozos, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (512) 474-7896
Address 707 W. 34th St., Suite 3, Austin, TX 7870	Date Jul 25, 2022	e-mail mqp@ddollaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	14-CA-301096	Date Filed August 10, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in		curring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 816-795-2708
		c. Cell No.
A A A brown (Otrost after state and 7/D ands)	La Familia de Panasantativa	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 18710 East 39th Street, Independent, MO 64057	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @starbucks.com
		h. Number of workers employed 26
i. Type of Establishment <i>(factory, mine, wholesaler, etc.)</i> Retail	j. Identify principal product or service Coffee	·
The above-named employer has engaged in and is engag	ing in unfair labor practices within the meaning of sec	ction 8(a), subsections (1) and
(list subsections) $(3), (5)$	of the National Lal	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are p	ractices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
Within the past six months, the Employer has discretized bargain in good faith over mandatory subjects of between extended leaves of absence during breaks in their semployees to resign in such circumstances without	argaining by unilaterally changing its policy o chool semesters, without any impact on their e	f permitting student-employees to take
3. Full name of party filing charge (if labor organization, g. Chicago & Midwest Regional Joint Board, Worker		
4a. Address (Street and number, city, state, and ZIP code) 333 S. Ashland Ave. Chicago, IL 60607		4b. Tel. No.
		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Workers United	of which it is an affiliate or constituent unit (to be fille	ed in when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements ye knowledge and belief.	312-372-1361
David P. Lichtman	David P. Lichtman, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Dowd, Bloch, Bennett, Cervone, Auerbac Address 8 S. Michigan Ave. 19th Floor, Chicago,		e-mail dlichtman@laboradvocates.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

a. Name of Employer

TX 78705

DO NOT WRITE IN THIS SPACE

Case Date Filed

16-CA-303104 9/9/2022

mbachop@ddollaw.com

b. Tel. No. (b) (6), (b) (7)(C)

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

STARBUCKS CORPORATION		(b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 504 West 24th St. Austin, TX 78705	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. g. e-mail
		h. Number of Workers Employed
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service	1 11
wholesaler, etc.)	0 "	
Retail	Coffee	
of the National Labor Relations Act, and these unflabor practices are practices affecting commerce v	d is engaging in unfair labor practices within the mea fair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorga	within the meaning of the Act, or these unfair nization Act.
	se statement of the facts constituting the alleged uni	
	 -named Employer restrained and coerced ployees in retaliation for and/or in order to 	
	s and conditions of employment without a	
	ning employees, impliedly or otherwise, wi	
	employees that the attendance and dress	
	hose policies; 3) changing its policies ove	
disciplining (b) (6), (b) (7)(C)	ployees to be scheduled, and switching s	nirts with co-workers; and 4)
discipining detailed.		
Full name of party filing charge (if labor organization WORKERS UNITED)	ation, give full name, including local name and numb	per)
4a. Address (Street and number, city, state, and Z		4b. Tel. No.
22 S 22ND ST, PHILADELPHIA, PA 1	6103	(646)448-6414 4c Cell No
		4c. Cell No.
		4d. Fax No.
		(215)575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organ	nization of which it is an affiliate or constituent unit (
organization)	,	,
6 DECL	ARATION	Tel. No.
I declare that I have read the above charge a	and that the statements are true to the best of my ge and belief.	(512) 474-6200
Matt Bachop	Mott Booker, Attauran	Office, if any, Cell No.
(signature of representative or person making co	harge) Matt Bachop, Attorney (Print/type name and title or office, if	Fax No.
Cognition of representative of person making to	any)	(512) 474-7896
Address: 707 W. 34th St., Suite 3, A	Austin, Date: 9/9/2022	e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE	IN THIS SPACE
Case	Date Filed
16-CA-304213	9/26/2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer STARBUCKS CORPORATION		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 504 West 24th St.	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
Austin, TX 78705		g. e-mail ®starbucks.com
		h. Number of Workers Employed 44
 Type of Establishment (factory, mine, wholesaler, etc.) 	j. Identify Principal Product or Service	
Retail	Coffee	
I. The above-named employer has engaged in and	l is engaging in unfair labor practices within the mear	ning of section 8(a), subsections (1), (3) and (5)

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Within the past six months, the above-named Employer restrained and coerced employees in the exercise of their Section 7 rights, retaliated against employees in retaliation for and/or in order to discourage union activities, and unilaterally changed employees' terms and conditions of employment without advance notice and an opportunity to bargain with the Union, by: 1) threatening employees, impliedly or otherwise, with loss of benefits, discharge and other unspecified reprisals; 2) telling employees that the attendance and dress code policies would be more strictly enforced, and more strictly enforcing those policies; 3) changing its policies over, among others, the minimum hours and days of availability in order for employees to be scheduled, and switching shifts with co-workers; 4) disciplining (b) (6), (b) (7)(C); and 5) constructively discharging (b) (6), (b) (7)(C).

Full name of party filing charge (if labor organization, give WORKERS UNITED	full name, including local name and numb	er)
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.
22 S 22ND ST, PHILADELPHIA, PA 16103		(646)448-6414
		4c. Cell No.
		4d. Fax No.
		(215)575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor		
organization)		
6. DECLARATION		Tel. No.
I declare that I have read the above charge and that the		(512) 474-6200
knowledge and beli		(012) 414-0200
Matt Bachop		Office, if any, Cell No.
mac sucrep	Matt Bachop, Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if	Fax No.
(orginature or representative or person making charge)	any)	(512) 474-7896
Address: 707 W. 34th St., Suite 3, Austin,	Date: 9/26/2022	e-mail
TX 78705		mbachop@ddollaw.com
17.10103		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
18-CA-304544	10/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in 1 FMPI	which the alleged unfair labor practice occurred or is occu .OYER AGAINST WHOM CHARGE IS BROUGHT	rring.
a. Name of Employer	STERMONIAST WHOM STANGE IS BROUGHT	b. Tel. No.
a		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
Specific Store Addresses listed in	Harman Callada CEO	g. e-mail
Attachment B	Howard Schultz, CEO	hschultz@starbucks.com
		h. Number of workers employed Approx. 40
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	Арргол. 40
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged		ion 9(a) subsections (1) and (5) of the
National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	tices are practices affecting commerce within the mean	ing of the Act, or these unfair labor practices
Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p.	ractices)
See Attachments A and B.		
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
Workers United		(646) 448-6414
22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled i	in when charge is filed by a labor organization)
Service Employees International Union		
		T=
	ARATION ve charge and that the statements	Tel. No.
	ny knowledge and belief.	(206) 257-6001
1///2 \$ 1		Office, if any, Cell No.
10100	Marina Multhaup, Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 10/03/2022	e-mail
Addices Course, WA SOLIS	- Dato 10/03/2022	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

- 1. Store #49134 located at 4712 Cedar Ave, Minneapolis MN 55407
- 2. Store #65228 located at 300 Snelling Ave Suite C, Saint Paul MN 55105

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS	SPACE
Case	Date Filed
19-CA-295850	5/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

a. Name of Employer Starbucks Corporation d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) i. Type of Establishment (factory, mine, wholesaler, etc.) i. Type of Establishment (factory, mine, wholesaler, etc.) i. Type of Establishment (factory mine, wholesaler, etc.) i. Type of Establishment (factory mine, wholesaler, etc.) i. Beaverage The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1) are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has unilaterally changed the terms and condice employment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. The requests 10(j) relief.		
Starbucks Corporation d. Address (Street, city, state, and ZIP code) d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair lar are practices affecting commerce within the meaning of the Act, or these unfair lar are practices affecting commerce within the meaning of the Act, or these unfair lar employer has unilaterally changed the terms and condice employment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. The requests 10(j) relief.		
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Food and Beverage Food and Beverage The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act, or these unfair lare		
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices) Within the last six months, the Employer has unilaterally changed the terms and conditional employment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. The requests 10(j) relief.		
2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has unilaterally changed the terms and condition employment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. The requests 10(j) relief.		
2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO hschultz@starbucks. h. Number of workers em Est. 160,000 i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and () National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has unilaterally changed the terms and condi employment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. The requests 10(j) relief.		
i. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1) National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has unilaterally changed the terms and condicentally employment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. The requests 10(j) relief.	com	
Coffee Shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair lare practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has unilaterally changed the terms and conditemployment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. The requests 10(j) relief.	ployed	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has unilaterally changed the terms and conditemployment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. The requests 10(j) relief.		
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Within the last six months, the Employer has unilaterally changed the terms and condi employment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts unionized stores and has done so both to punish workers who have chosen to unionize and others from making that same choice, thereby interfering with Union organizing efforts. The requests 10(j) relief.		
2. Full come of note filing above (6 labor equation size full come including land and a supply)	at non- to deter	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United		
4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (646) 448-6414		
Workers United 4c. Cell No.		
22 South 22 nd St		
Philadelphia, PA 19103 4d. Fax No. (215) 575-9065		
4e. e-mail rminter@pjbwu.org		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor Service Employees International Union	organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Tel. No. (206) 257-6001		
Marina Multhaup, Attorney Office, if any, Cell No.		
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 10 West Marror St. St. 400		
Address Seattle, WA 98119 Date 05/13/2022 e-mail multhaup@worker		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
	Date Filed
19-CA-295850	6/3/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	hschultz@starbucks.com
Scattle, WA 76154		h. Number of workers employed Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the mear	
Within the past six months, the Empl punish workers who vote to unionize b at other stores ("borrow") if their sto information that workers at unionized s	oy threatening to withhold the benefit ore votes to unionize and dissemi	ts of being able to work shifts nating misleading and false
3. Full name of party filing charge (if labor organization, gas Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
W/adama IInitad		(646) 448-6414
Workers United 22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail rminter@pjbwu.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit /to be filled	010
Service Employees International Union	or which it is all almate of constituent unit (to be fined	iii when charge is filed by a labor organization
	ARATION	Tel. No.
I declare that I have read the aborrance are true to the best of m	ve charge and that the statements	(206) 257-6001
A. A.	.,	Office, if any, Cell No.
10m/ 00	Marina Multhaup, Attorney	
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 06/03/2022	e-mail — multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	THE THE POST OF THE PROPERTY OF THE POST O	Date Filed
19-CA-296424	5/24/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Gr. 1. 1. C		(206) 318-2212
Starbucks Corporation		c. Cell No.
	T	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
2401 14-1 4 5 800	Haward Sabultz CEO	g. e-mail hschultz@starbucks.com
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	inschutiz@starotteks.com
Seattle, WA 98134		h. Number of workers employed
		Approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	rippron. 20
Coffee Shop	Food and Beverage	
		on 9(a) subsections (4) and (5) of the
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor practiance practices affecting commerce within the meaning of the state of the	tices are practices affecting commerce within the meani	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	ractices)
		e man e
Within the past six months, the Employer	has refused to provide and/or improperly	delayed providing information
requested by the Union that is reasonably		
with the Employer.	necessary in order for the omon to eng	age in inst-contract bargaining
with the Employer.		
3. Full name of party filing charge (if labor organization, ga	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
SCHOOL HET SEAS ON AS		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
1		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit the be filled in	D _i
3. Full flame of flational of international labor organization	To which it is an annate of constituent unit (to be filled if	when charge is filed by a labor organization)
Service Employees International Union		Exercise
	ARATION ve charge and that the statements	Tel. No.
	ny knowledge and belief.	(206) 257-6001
11/1/1/1/1	THE CONTRACTOR AND ADDRESS OF THE CONTRACTOR AND ADDRESS OF THE CONTRACTOR ADDRESS OF THE CONTRA	Office, if any, Cell No.
1000	Marina Multhaup, Attorney	-,
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date <u>5/24/2022</u>	multhaup@workerlaw.com
		A CONTRACTOR OF THE PROPERTY O

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-296424	Date Filed 6/2/2022
	O/L/LOLL

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring] .
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	hschultz@starbucks.com
Seattle, WA 98134		h. Number of workers employed Approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	12pprom 20
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ging in unfair labor practices within the meaning of section to ices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	8(a), subsections (1) and (5) of the of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor practi	ices)
requested by the Union that is reasonably	has refused to provide and/or improperly de necessary in order for the Union to engagologer has not responded to the Union's a contract.	e in first-contract bargaining
3. Full name of party filing charge (if labor organization, gi Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
	•	(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in who	hen charge is filed by a labor organization)
Service Employees International Union		
I declare that have read the above	ARATION ve charge and that the statements	Tel. No. (206) 257-6001
are true to the best of m		Office, if any, Cell No.
(signature of representative or person making charge)	Marina Multhaup, Attorney (Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP	i mistype name and also of office, if any)	(206) 378-4132
18 West Mercer St., Ste. 400	Data 6/2/2022	e-mail
Address Seattle, WA 98119	Date <u>6/2/2022</u>	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Address Seattle, WA 98119

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS	SPACE
	Date Filed
19-CA-296424	6/7/2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	curring.
1. EMPL	LOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Staday la Carrantia		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
		g. e-mail
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	hschultz@starbucks.com
Seattle, WA 98134		h. Number of workers employed
		Approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	Арргох. 200
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged	0	ction 8(a) subsections (1) and (5) of the
National Labor Relations Act, and these unfair labor practare practices affecting commerce within the meaning of the	tices are practices affecting commerce within the mea	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor	practices)
Within the past six months, at at least one	of the Union-represented stores in the	Pacific Northwest, the Employer
has refused to provide and/or improperl	-	
reasonably necessary in order for the Uni		•
that store's represented employees. In a		
bargaining dates for at least fourteen of		_
bargaining a contract for the workers at ea		
3. Full name of party filing charge (if labor organization, g		
Workers United		
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization)
Service Employees International Union		1
	ARATION ove charge and that the statements	Tel. No.
	ny knowledge and belief.	(206) 257-6001
111/m # 1/7		Office, if any, Cell No.
(aignature of corresponds time and an allies of a second	Marina Multhaup, Attorney	— Fay No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
Barnard Iglitzin & Lavitt LLP		` '
18 West Mercer St., Ste. 400		e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Date_

6/7/2022

multhaup@workerlaw.com

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD THIRD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS	SPACE
	Date Filed 6/14/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 EMDI	OYER AGAINST WHOM CHARGE IS BROUGHT	
	OTEN ADMINST WHOM CHARGE IS DROUGHT	h Tal Na
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a a mail
2401 Utah Avenue, Suite 800 Seattle, WA 98134	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
seunie, Willyolo I		h. Number of workers employed Approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ging in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning le Act and the Postal Reorganization Act.	8(a), subsections (1) and (5) of the of the Act, or these unfair labor practices
Within the past six months, at multiple Union practice of refusing to bargain with workers with Union's requests for bargaining dates and/or has to begin bargaining a contract for the workers the country, the Employer has refused to provide the country.		part of a nationwide pattern and imployer has not responded to the sto bargain, making it impossible Union-represented stores around the information requested by the ting with the Employer regarding 4b. Tel. No.
Wadran Initad		(646) 448-6414
Workers United 22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
I declare that I have read the about	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6001
Muffe	Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date6/14/2022	e-mail multhaup@workerlaw.com
		<u> </u>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FOURTH AMENDED CHARGE

AGAINST EMPLOYER

	DO NOT WRITE IN TH	HIS SPACE
Case		Date Filed
	19-CA-296424	8/12/2022

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2401 Litch Avenue Suite 800	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
2401 Utah Avenue, Suite 800	Howard Schurz, CEO	ilschutz@staroucks.com
Seattle, WA 98134		h. Number of workers employed
		Approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the second	ices are practices affecting commerce within the mea	ning of the Act, or these unfair labor practices
Full name of party filing charge (if labor organization, g.)	ive full name, including local name and number)	
Workers United	APPENDENCE OF THE PARTIES AND APPENDENCE OF THE SECOND APPENDENCE OF TH	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
 Full name of national or international labor organization Service Employees International Union 	of which it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor organization,
6. DECL	ARATION	Tel. No.
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. (206) 257-6001
I declare that I have read the abo	ve charge and that the statements ny knowledge and belief.	I March Marc
I declare that I have read the abo	ve charge and that the statements	(206) 257-6001
I declare that I have read the abo are true to the best of making charge) (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	ve charge and that the statements by knowledge and belief. Marina Multhaup, Attorney	(206) 257-6001 Office, if any, Cell No. Fax No. (206) 378-4132
I declare that I have read the abo are true to the best of making charge)	ve charge and that the statements by knowledge and belief. Marina Multhaup, Attorney	(206) 257-6001 Office, if any, Cell No. Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

- 1. Store #29259 located at 620 Northwest Hwy, Cary, IL 60013
- 2. Store #49134 located at 4712 Cedar Ave, Minneapolis MN 55407
- 3. Store #65228 located at 300 Snelling Ave Suite C, Saint Paul MN 55105
- 4. Store #08964 located at 1081 Whitehorse Mercerville Rd, Hamilton Twp, NJ 08610
- 5. Store #07853 located at 800 A Denow Rd, Pennington, NJ 08534
- 6. Store #48809 located at 2 Beechwood Rd, Summit, NJ 07901
- 7. Store #07665 located at 4770 Transit Rd, Depew, NY 14043
- 8. Store #47843 located at 3186 Sheridan Dr, Amherst, NY 14226
- 9. Store #47906 located at 61 9th Ave, New York, NY 10011
- 10. Store #10395 located at 130 E Seneca St, Ithaca, NY 14850
- 11. Store #11932 located at 402 College Ave Suite 402, Ithaca, NY 14850
- 12. Store #65187 located at 722 South Meadow Street, Ithaca NY 14850
- 13. Store #00825 located at 13-25 Astor Pl, New York, NY 10003
- 14. Store #23267 located at 8973 Bay Pkwy, Brooklyn, NY 11214
- 15. Store #07307 located at 4301 Merrick Rd, Massapequa, NY 11758
- 16. Store #22349 located at 2830 Willamette St, Eugene, OR 97405
- 17. Store #22591 located at 1395 University St, Eugene, OR 97403
- 18. Store #03367 located at 1115 Valley River Dr, Eugene, OR 97401
- 19. Store #17920 located at 3110 W 11th Avenue Eugene, Oregon 97402
- 20. Store #27299 located at 1895 Franklin Blvd, Eugene, OR 97403
- 21. Store #03409 located at 495 West 7th Avenue, Eugene, OR 97401
- 22. Store #02975 located at 3003 N Delta Hwy #301, Eugene, OR 97408
- 23. Store #00469 located at 555 Oak St., Portland, OR 97204
- 24. Store #50363 located at 525 Grand Ave Portland, OR 97232
- 25. Store #14045 located at 2880 Powell Blvd., Portland, OR 97202
- 26. Store #02925 located at 2328 W Burnside St #2, Portland, OR 97210
- 27. Store #03374 located at 7001 SE Milwaukee Ave, Portland, OR 97202
- 28. Store #00454 located at 7315 SW Garden Home Rd, Portland, OR 97223
- 29. Store #17747 located at 12235 N Center Ave, Portland, OR 97217
- 30. Store #07749 located at 4765 Liberty Avenue Pittsburgh, PA 15224
- 31. Store #09780 located at 116 Merchant Dr, Knoxville, TN 37912
- 32. Store #00304 located at 101 Broadway E, Seattle, WA 98102
- 33. Store #10795 located at 315 Cooper Point Rd. NW Unit 101 Olympia, WA 98502
- 34. Store #98117 located at 9999 Holman Rd. NW Seattle, WA 98117
- 35. Store #03281 located at 1600 E Olive Way, Seattle, WA 98102
- 36. Store #11159 located at 5300 Capitol Blvd SE Tumwater, WA 98501
- 37. Store #08740 located at 3625 Broadway, Suite A, Everett, WA 98201
- 38. Store #03448 located at 2344 Eastlake Ave E, Seattle, WA 98102

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	DO NOT WRITE IN THIS	SPACE
Case	19-CA-299272	Date Filed 7/13/2022

INSTRUCTIONS:

ile an eriginal with MI DE	D Dogional Director for the region	s in which the alleged unfair lake	or practice occurred or is occurring.
ile an onginal with NERE	B Regional Director for the region	i in which the alleged uniali labo	or bractice occurred or is occurring.

	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
		(206) 318-2212
Starbucks Corporation		c. Cell No.
Staroucks Corporation		C. CONTINO.
		f. Fax. No.
		I. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2401 Utah Avenue, Suite 800		g. e-mail
Seattle, WA 98134	Howard Schultz, CEO	hschultz@starbucks.com
34444		
Store address: 2830 Willamette St.,		h. Number of workers employed
Eugene OR 97405		15
	j. Identify principal product or service	
	Food and Beverage	
The above-named employer has engaged in and is engagin		9(a) subsections (1) (2) and (5) of the
National Labor Relations Act, and these unfair labor practic	ces are practices affecting commerce within the meaning	of the Act, or these unfair labor practices
are practices affecting commerce within the meaning of the		•
2. Basis of the Charge (set forth a clear and concise staten		-
Within the past six months the Employer ha		
engaged in Section 7 activity when it, amor	ng other things: enforced its dress code di	scriminatorily and in a
1 1 1 1 1 1 1 1	d to allow a worker to wear to union t-s	shirt and enforced its
departure from past practice when it refused	d to allow a worker to wear	mit, and emolecules
attendance policy discriminatorily and in a	departure from past practice when it disci	plined (b) (6), (b) (7)(C) _{and}
attendance policy discriminatorily and in a	departure from past practice when it disci	$_{ m plined}$ (b) (6), (b) (7)(C) $_{ m and}$
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is	departure from past practice when it disci	$_{ m plined}$ (b) (6), (b) (7)(C) $_{ m and}$
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance i over these changes in practice.	departure from past practice when it disci ssues. The Employer did not give notice t	$_{ m plined}$ (b) (6), (b) (7)(C) $_{ m and}$
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give)	departure from past practice when it disci ssues. The Employer did not give notice t	$_{ m plined}$ (b) (6), (b) (7)(C) $_{ m and}$
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance i over these changes in practice.	departure from past practice when it disci ssues. The Employer did not give notice t	$_{ m plined}$ (b) (6), (b) (7)(C) $_{ m and}$
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give)	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	$_{ m plined}$ (b) (6), (b) (7)(C) $_{ m and}$
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give Workers United)	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	plined (b) (6), (b) (7)(C) and o the Union or offer to bargain
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, giv Workers United 4a. Address (Street and number, city, state, and ZIP code)	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	o the Union or offer to bargain 4b. Tel. No.
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give Workers United 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	aplined (b) (6), (b) (7)(C) and to the Union or offer to bargain 4b. Tel. No. (646) 448-6414
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, giv Workers United 4a. Address (Street and number, city, state, and ZIP code)	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	aplined (b) (6), (b) (7)(C) and o the Union or offer to bargain 4b. Tel. No. (646) 448-6414 4c. Cell No.
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attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give Workers United 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	4b. Tel. No. (646) 448-6414 4c. Cell No. (215) 575-9065
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give Workers United 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give Workers United) 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	4b. Tel. No. (646) 448-6414 4c. Cell No. (215) 575-9065 4e. e-mail rminter@pjbwu.org
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, giv) Workers United 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	4b. Tel. No. (646) 448-6414 4c. Cell No. (215) 575-9065 4e. e-mail rminter@pjbwu.org
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give Workers United) 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number)	4b. Tel. No. (646) 448-6414 4c. Cell No. (215) 575-9065 4e. e-mail rminter@pjbwu.org
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give Workers United) 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 5. Full name of national or international labor organization of Service Employees International Union	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number) of which it is an affiliate or constituent unit (to be filled in view)	4b. Tel. No. (646) 448-6414 4c. Cell No. (215) 575-9065 4e. e-mail rminter@pjbwu.org when charge is filed by a labor organization)
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, giv) Workers United 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 5. Full name of national or international labor organization of Service Employees International Union 6. DECLA	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number) of which it is an affiliate or constituent unit (to be filled in vigation).	4b. Tel. No. (646) 448-6414 4c. Cell No. (215) 575-9065 4e. e-mail rminter@pjbwu.org when charge is filed by a labor organization) Tel. No.
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attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, giv) Workers United 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 5. Full name of national or international labor organization of Service Employees International Union 1 declare that Phave read the above are true to the best of my	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number) of which it is an affiliate or constituent unit (to be filled in vice that the statements of knowledge and belief. Marina Multhaup, Attorney	4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org when charge is filed by a labor organization) Tel. No. (206) 257-6001 Office, if any, Cell No.
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance is over these changes in practice. 3. Full name of party filing charge (if labor organization, give Workers United) 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 5. Full name of national or international labor organization of Service Employees International Union 6. DECLA I declare that Phave read the above are true to the best of my are true to the best of my (signature of representative or person making charge)	departure from past practice when it discissues. The Employer did not give notice to the full name, including local name and number) of which it is an affiliate or constituent unit (to be filled in vice that the statements of knowledge and belief. Marina Multhaup, Attorney	aplined (b) (6), (b) (7)(C) and to the Union or offer to bargain 4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org when charge is filed by a labor organization) Tel. No. (206) 257-6001 Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST **EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-299272	8/8/2022

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax. No.
2401 Utah Avenue, Suite 800	c. Employer Representative	g. e-mail
Seattle, WA 98134	Howard Schultz, CEO	hschultz@starbucks.com
Store address: 2830 Willamette St.,		h. Number of workers employed
Eugene OR 97405		15
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meaning	
Basis of the Charge (set forth a clear and concise state)	ment of the facts constituting the alleged unfair labor prac	etices)
Within the past six months the Employer l	has interfered with, restrained, coerced, and	d disciplined employees
engaged in Section 7 activity when it, amo	ng other things: enforced its dress code dis	scriminatorily and in a
departure from past practice when discipling	$_{\mathrm{ned}}$ (D) (6), (D) (7)(C) $_{\mathrm{for\ wearing\ a\ union\ t}}$	-shirt, and enforced its
attendance policy discriminatorily and in a (b) (6), (b) (7)(C) for time and attendance	departure from past practice when it disci issues. The Employer did not give notice t	plined (b) (6), (b) (7)(C) and o the Union or offer to bargain
over these changes in practice.		
Full name of party filing charge (if labor organization, gi Workers United	ve full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
_		(646) 448-6414
22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		
		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	or which it is an amiliate or constituent unit (to be filled in v	
I declare that Thave read the about	ARATION ve charge and that the statements by knowledge and belief	Tel. No. (206) 257-6001
are true to the best of my knowledge and belief. Marina Multhaup, Attorney		Office, if any, Cell No.
(signature of representative or person making charge) (Print/type name and title or office, if any) Fax No.		
Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400	Data 07/12/2022	e-mail
Address Seattle, WA 98119	Date <u>07/13/2022</u>	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-299272	8/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. (206) 318-2212	
Starbucks Corporation		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail	
2401 Utah Avenue, Suite 800	Hayyard Sabultz, CEO	hschultz@starbucks.com	
Seattle, WA 98134	Howard Schultz, CEO		
Store address: 2830 Willamette St.,		h. Number of workers employed	
Eugene OR 97405		15	
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	•	
Coffee Shop	Food and Beverage		
	ing in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pract	tices)	
Within the past six months the Employer h	has interfered with, restrained, coerced, and	disciplined employees	
departure from past practice when it discip	ong other things: enforced its dress code distributed (b) (6), (b) (7)(C) for wearing a union	t-shirt, and enforced its	
	departure from past practice when it discip		
	did not give notice to the Union or offer to		
in practice.			
3. Full name of party filing charge (if labor organization, gi Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code	s)	4b. Tel. No.	
	,	(646) 448-6414	
22 South 22 nd St		4c. Cell No.	
Philadelphia, PA 19103		4d Fax No	
		(215) 575-9065	
		4e. e-mail	
		rminter@pjbwu.org	
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in w	010	
1 7	ARATION	Tel. No.	
I declare that have read the above	ve charge and that the statements	(206) 257-6001	
are true to the best of my knowledge and belief.		Office, if any, Cell No.	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 378-4132	
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400		e-mail	
Address Seattle, WA 98119	Date <u>08/15/2022</u>	multhaup@workerlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-299304	Date Filed 7/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	g.	
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No.	
Starbucks Corporation		(206) 318-2212	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail	
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	hschultz@starbucks.com	
Seattle, WA 98134	Tioward Schurz, CLO	iisenatz@starouens.com	
Store address: 101 Broadway E, Seattle,		h. Number of workers employed	
WA 98102		15	
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service		
Coffee Shop	Food and Beverage		
	ing in unfair labor practices within the meaning of section cices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pract	ices)	
1 1 1	has interfered with and disciplined employe		
activity when it, among other things: refus	ed to discuss or offer a raise to an employe	e in contradiction with	
established past practice, citing unionization	on as the sole reason. The Employer did no	t give notice to the Union or	
offer to bargain over this change in practic	e.		
3. Full name of party filing charge (if labor organization, gas Workers United	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.	
		(646) 448-6414	
22 South 22 nd St		4c. Cell No.	
Philadelphia, PA 19103			
•		4d. Fax No.	
		(215) 575-9065	
		4e. e-mail	
		rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
Service Employees International Union			
I declare that have read the about	ARATION we charge and that the statements	Tel. No. (206) 257-6001	
are true to the best of my knowledge and belief. Marina Multhaup, Attorney		Office, if any, Cell No.	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.	
Barnard Iglitzin & Lavitt LLP		(206) 378-4132	
18 West Mercer St., Ste. 400		e-mail	
Address Seattle, WA 98119	Date <u>07/13/2022</u>	multhaup@workerlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-299308	Date Filed 7/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed approx. 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meani	on 8(a), subsections (1), (3) and (5) of the ng of the Act, or these unfair labor practices
Within the past six months the Employer union activity, retaliate against workers of Union. See Attachment A. At stores when notice to the Union or an opportunity to be	engaged in union activity and/or escape is ere the Union is certified the Employer	its obligation to bargain with the rannounced the change without
3. Full name of party filing charge (if labor organization, gaworkers United)	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (646) 448-6414
22 South 22 nd St Philadelphia, PA 19103		4c. Cell No.
1 maceipma, 171 19103		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
I declare that Thave read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257-6001
Marina Multhaup, Attorney		Office, if any, Cell No.
(signature of representative or person making charge) Bamard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. (206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date07/13/2022		e-mail - multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

ATTACHMENT A

The list of store closures alleged in this charge includes but is not limited to:

- Santa Monica & Westmount, West Hollywood, California
- Hollywood & Western, Los Angeles, California
- 1st & Los Angeles (Doubletree), Los Angeles, California
- Hollywood & Vine, Hollywood, California
- Ocean Front Walk & Moss, Santa Monica, California
- 2nd & San Pedro, Los Angeles, California
- 10th & Chestnut, Philadelphia, Pennsylvania
- 4th & Morrison, Portland, Oregon
- Gateway, Portland, Oregon
- 23rd & Jackson, Seattle, Washington
- Roosevelt Square, Seattle, Washington
- E. Olive Way, Seattle, Washington
- 505 Union Station, Seattle, Washington
- Westlake Center, Seattle, Washington
- Hwy 99 & Airport Rd, Everett, Washington
- Union Station Train Concourse, Washington, DC

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-299308	Date Filed 7/28/2022

INSTRUCTIONS:

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer Starbucks Corporation d. Address (Streed, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO a. Employer Representative Howard Schultz, CEO b. Howard Schultz, CEO 1. Type of Establishment (flactory, mine, wholesaler, etc.) 1. Identify principal product or service Food and Beverage Active approx. 500 1. Type of Establishment (flactory, mine, wholesaler, etc.) 2. Basis of the Charge (sel farth a clear and concise statement of the Postal Reorganization Act. 2. Basis of the Charge (sel farth a clear and concise statement of the facts constituting the alleged untair labor practices) Within the past six months the Employer, from its headquarters in Seattle, WA, closed and/or threatened to close at least 16 stores nationwide in order to discourage union activity throughout the country, retaliate against workers engaged in union activity and/or escape its obligation to bargain with the Union. See Attachment A. At stores where the Union is certified the Employer amounced the change without notice to the Union or an opportunity to bargain. The Union seeks immediate 10(i) relief. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United 4a. Address (Streed and number, city, state, and ZIP code) 4b. Tel No. (215) \$75-9065 4c e-mail Tal. No. (215) \$75-9065 4c e-mail Tal. No. (226) \$378-0112 Tal. No. (206) \$378	File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ing.
Starbucks Corporation Coll No.	1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
Starbucks Corporation d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO e. Employer Representative Howard Schultz, CEO for Establishment (factory, mine, wholesaler, etc.) I type of Establishment (factory, mine, wholesaler, etc.) I type of Establishment (factory, mine, wholesaler, etc.) I type of Shop Food and Beverage Food and Beverage The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the Act or those unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer, from its headquarters in Seattle, WA, closed and/or threatened to close at least 16 stores nationwide in order to discourage union activity throughout the country, retaliate against workers engaged in union activity and/or escape its obligation to bargain with the Union. See Attachment A. At stores where the Union is certified the Employer announced the change without notice to the Union or an opportunity to bargain. The Union seeks immediate 10(j) relief. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United 4a. Address (Siteet and number, city, state, and ZIP code) 4b. Tel No. (215) \$75-9065 4e. emil miniter @piphwu.org 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Fel No. (206) \$257-6001 Office, if any, Ceil No. (206) \$257-6001 Office, if any, Ceil No. (206) \$378-4132 Graph Complete Complete Complete Complete Complete Complete Complete Complete Com	a. Name of Employer		b. Tel. No.
d Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO I type of Establishment (factory, mine, wholesaler, etc.) I type of Establishment (factory, mine, wholesaler, etc.) The above-named employer has engaged in and is engaging in urfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce within the meaning of the Act, or these urfair labor practices are practices affecting commerce under the Act and the Act and			(206) 318-2212
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO i. Type of Estabishment (factory, mine, wholesaler, etc.) Coffee Shop The above-named employer has engaged in and is engaging in unifail labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meanin	Starbucks Corporation	Starbucks Corporation	
2401 Utah Avenue, Suite 800 Seattle, WA 98134 Howard Schultz, CEO Inscription of Establishment (factory, mine, wholesaler, etc.)			f. Fax. No.
Bestille, WA 98134 Howard Schultz, CEO Ischultz@starbucks.com In Number of workers employed approx. 500 In Number of workers employed approx. 500 In Number of workers employed approx. 500 In above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair labor practices are unfair labor practices. In In Interview the Act, or these unfair labor of the Act and the Postal Recognition to bargain with the Union. See Attachment A. At a terms the Union are practices affecting the Act and number, or the Union of the Act and number, or th	d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
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Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 (206) 378-4132 e-mail	(signature of representative or person making charge)		Fax No.
18 West Mercer St., Ste. 400 e-mail			(206) 378-4132
Address Seattle, WA 98119 Date 07/28/2022 multhaup@workerlaw.com			` '
	Address Seattle, WA 98119	Address Seattle, WA 98119 Date 07/28/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

ATTACHMENT A

The list of store closures alleged in this charge includes but is not limited to:

- Santa Monica & Westmount, West Hollywood, California
- Hollywood & Western, Los Angeles, California
- 1st & Los Angeles (Doubletree), Los Angeles, California
- Hollywood & Vine, Hollywood, California
- Ocean Front Walk & Moss, Santa Monica, California
- 2nd & San Pedro, Los Angeles, California
- 10th & Chestnut, Philadelphia, Pennsylvania
- 4th & Morrison, Portland, Oregon
- Gateway, Portland, Oregon
- 23rd & Jackson, Seattle, Washington
- Roosevelt Square, Seattle, Washington
- E. Olive Way, Seattle, Washington
- 505 Union Station, Seattle, Washington
- Westlake Center, Seattle, Washington
- Hwy 99 & Airport Rd, Everett, Washington
- Union Station Train Concourse, Washington, DC

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	19-CA-299478	Date Filed 7/15/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

rile all original with NERB Regional Director for the region in	which the alleged unian labor practice occurred or is occ	rurring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Siren Retail Corporation d/b/a Starbucks		b. Tel. No. 206-624-0173
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
1124 Pike Street, Seattle, WA 98101	(b) (6), (b) (7)(C)	g. e-mail
		(b) (6). (b) (7)(0) @starbucks.com
		h. Number of workers employed Appx. 99
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop	j. Identify principal product or service Food and beverages	
The above-named employer has engaged in and is eng National Labor Relations Act, and these unfair labor pra labor practices are practices affecting commerce within the	actices are practices affecting commerce within the r	meaning of the Act, or these unfair
2. Basis of the Charge (set forth a clear and concise state Within the last six months, the Employer has e representative. Because of the serious and irrelief under Section 10(j).	expressly refused to bargain with employees	s' certified bargaining
3. Full name of party filing charge (if labor organization, g. Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (646) 448-6414
22 South 22nd St Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	I in when charge is filed by a labor organization)
Service Employees International Union		
I declare that I have read the abo	ARATION ove charge and that the statements ony knowledge and belief.	Tel. No. (206) 257-6006
Br. Bers		Office, if any, Cell No.
(signature of representative or person making charge)	Ben Berger, Attorney (Print/type name and title or office, if any)	Fax No (206) 378-4132
Barnard Iglitzin & Lavitt LLP 18 W Mercer St, Suite 400 Address Seattle, WA 98119 Date 07/15/2022		e-mail berger@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Seattle, WA 98119

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST

AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	40.04.000470	Date Filed
19-CA-299478	8/16/2022	

berger@workerlaw.com

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. 206-624-0173 Siren Retail Corporation d/b/a Starbucks c. Cell No. f. Fax. No. d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-mail (b) (6), (b) (7)(C) 1124 Pike Street, Seattle, WA 98101 @starbucks.com h. Number of workers employed Appx. 99 j. Identify principal product or service i. Type of Establishment (factory, mine, wholesaler, etc.) Food and beverages Coffee shop The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the Employer has expressly refused to bargain with employees' certified bargaining representative. Because of the serious and irreparable injury being inflicted by this conduct, the Union requests injunctive relief under Section 10(j). 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United 4a. Address (Street and number, city, state, and ZIP code) 4b. Tel. No. (646) 448-6414 22 South 22nd St Philadelphia, PA 19103 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union Tel No 6. DECLARATION I declare that I have read the above charge and that the statements (206) 257-6006 are true to the best of my knowledge and belief. Office, if any, Cell No. Ben Berger, Attorney Fax No e of representative or perse making charge) (Print/type name and title or office, if any) (206) 378-4132 Barnard Iglitzin & Lavitt LLP 18 W Mercer St, Suite 400 e-mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

Case	
	19-CA-300224

DO NOT WRITE IN THIS SPACE Date Filed 7/26/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	ig.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 206-318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	1
4303 Guide Meridian, Bellingham, WA 98226	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
	ging in unfair labor practices within the meaning of section lices are practices affecting commerce within the meaning ne Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise state Within the past six months, the Employer annowhere the Union is certified, adjusting the how without notice to the Union or an opportunity	ounced that it is changing the operating hours ars of work and work schedules of unionized b	of the Guide Meridian store, aristas and shift supervisors
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code))	4b. Tel. No. 646-448-6414
22 South 22 nd Street, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. 212-575-9065
		4e. e-mail rminter@pjbwu.rog
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled in w	hen charge is filed by a labor organization)
	ARATION ve charge and that the statements by knowledge and belief	Tel. No. (206) 257 6007
My gra For	Alyssa Garcia, Attorney	Office, if any, Cell No.
(signatu e of representative or erson making charge) (Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. 206-378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date07/26/2022	e-mail Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
19-CA-300226	7/26/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	·	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 206-318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	7
12235 N Center Ave, Portland, OR 97217	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the 2. Basis of the Charge (set forth a clear and concise state)		of the Act, or these unfair labor practices
Within the past six months, the Employer annously where the Union is certified, adjusting the hous without notice to the Union or an opportunity	urs of work and work schedules of unionized b	aristas and shift supervisors
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. 646-448-6414
22 South 22 nd Street, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. 212-575-9065
		4e. e-mail rminter@pjbwu.rog
Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled in w	then charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (206) 257 6007
My sa Joe	Alyssa Garcia, Attorney	Office, if any, Cell No.
(signatu e of representative or erson making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
(Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>07/26/2022</u>	e-mail Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
19-CA-300226	9/1/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	ıg.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 206-318-2212
Starbucks Corporation -		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
12235 N Center Ave, Portland, OR 97217	Howard Schultz, CEO	hschultz@starbucks.com
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
	ging in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning ne Act and the Postal Reorganization Act.	
Center Ave. store, where the Union is obaristas and shift supervisors without no	r announced and implemented changes to to certified, adjusting the hours of work and votice to the Union or an opportunity to ban nation related to the hours change or other The Union seeks immediate 10(j) relief.	work schedules of unionized rgain. The Employer did not
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 646-448-6414
22 South 22 nd Street, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. 212-575-9065
		4e. e-mail rminter@pjbwu.rog
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled in w	then charge is filed by a labor organization)
	ARATION ve charge and that the statements	Tel. No. (206) 257 6007
My sa Low	Alyssa Garcia, Attorney	Office, if any, Cell No.
(signatu e of representative or erso making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
VBarnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date 09/01/2022		e-mail Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-300352	7/28/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occul	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 206-318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
814 Iowa Street,	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
Bellingham, WA 98226		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meani	on 8(a), subsections (1) and (5) of the ng of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise state Within the past six months, the Employer annothe Union is certified, adjusting the hours of w	ounced that it is changing the operating hou	irs of the Iowa Street store, where
notice to the Union or an opportunity to barga	ain. The Union seeks immediate 10(j) relief.	
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. 646-448-6414
22 South 22 nd Street, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. 212-575-9065
		4e. e-mail rminter@pjbwu.rog
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
I declare that I have read the above	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257 6007
My sa Joe	Alyssa Garcia, Attorney	Office, if any, Cell No.
(signatu e of representative or erson making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
/Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date07/28/2022	e-mail Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-300353	7/29/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NERB Regional Director for the region in	which the alleged unial labor practice occurred or is occi	arring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2830 Willamette St, Eugene, OR 97405	Howard Schultz, CEO	hschultz@starbucks.com
495 W 7th Ave, Eugene, OR 97401		h. Number of workers employed
3110 W. 11th Avenue Eugene, OR 97402		25
1895 Franklin Blvd, Eugene, OR 97403		
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiare practices affecting commerce within the meaning of the	ices are practices affecting commerce within the mear	
2. Basis of the Charge (set forth a clear and concise state Within the past six months, the Employer annothe Union is certified, adjusting the hours of who notice to the Union or an opportunity to barga	ounced that it is changing the operating ho ork and work schedules of unionized barist	urs of the following stores where as and shift supervisors without
Union seeks immediate 10(j) relief.	·	
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code))	4b. Tel. No. 646-448-6414
22 South 22 nd Street, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. 212-575-9065
		4e. e-mail rminter@pjbwu.rog
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
/ I declare that I have read the above	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257 6001
Alm H	Marina Multhaup, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. 206-378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>07/29/2022</u>	e-mail multhaup@workerlaw.com
·		aitilaapaoineilaw.oom

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-300385	7/29/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in t	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 206-318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2328 W Burnside Street, #2, Portland, OR 97210	Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 14
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	•
The above-named employer has engaged in and is engage National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meaning	n 8(a), subsections (1) and (5) of the g of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise state Within the past six months, the Employer annowhere the Union is certified, adjusting the hou without notice to the Union or an opportunity	ounced that it is changing the operating hou ours of work and work schedules of unionized	rs of the 23 rd & Burnside store, baristas and shift supervisors
3. Full name of party filing charge (if labor organization, given workers United)	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 646-448-6414
22 South 22 nd Street, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. 212-575-9065
		4e. e-mail rminter@pjbwu.rog
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the above	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257 6007
My sa For	Alyssa Garcia, Attorney	Office, if any, Cell No.
(signatu e of representative or erson making charge) (Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. 206-378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date07/29/2022	e-mail Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
1	Date Filed	
19-CA-300385	9/1/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ing.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 206-318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
2328 W Burnside Street, #2, Portland, OR 97210	Howard Schultz, CEO	hschultz@starbucks.com
		h. Number of workers employed 14
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiant are practices affecting commerce within the meaning of the 2. Basis of the Charge (set forth a clear and concise states)	ices are practices affecting commerce within the meaning ne Act and the Postal Reorganization Act.	g of the Act, or these unfair labor practices
& Burnside store, where the Union is certi and shift supervisors without notice to th	announced and implemented changes to the ified, adjusting the hours of work and work some Union or an opportunity to bargain. The lead to the hours change or otherwise responsives seeks immediate 10(j) relief.	chedules of unionized baristas Employer did not provide the
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 646-448-6414
22 South 22 nd Street, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. 212-575-9065
		4e. e-mail rminter@pjbwu.rog
 Full name of national or international labor organization Service Employees International Union 	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257 6007
My sa Fee	Alyssa Garcia, Attorney	Office, if any, Cell No.
(signatu e of representative or erso making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. 206-378-4132
18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date <u>09/01/2022</u>	Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
19-CA-300663	8/2/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurri	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
1719	- Freelows Bosses of the	4
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	q. e-mail
3625 Broadway	Howard Schultz, CEO	hschultz@starbucks.com
_	Howard Schultz, CLO	institutiz@staroacks.com
Everett, WA 98201		h. Number of workers employed
		approx. 29
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	111
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged		8(a) subsections (1) and (5) of the
National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meaning	
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor prac	tices)
Within the past six months, the Employer e		_
announced it would close the store three ho	ours early for the next three weeks without	first bargaining with the
Union and asked each worker, without a U	nion representative, whether they consente	d to the hours change.
		_
3. Full name of party filing charge (if labor organization, ga	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
i initiacipina, 111 15105		(215) 575-9065
		4e. e-mail
		1-1-1-11
		rminter@pjbwu.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in w	when charge is filed by a labor organization)
Service Employees International Union		
		T =
	ARATION	Tel. No.
	ve charge and that the statements ny knowledge and belief.	(206) 257-6001
MA ALA	,	Office, if any, Cell No.
10m/ 10	Marina Multhoun Attornov	
(signature of representative or person making charge)	Marina Multhaup, Attorney (Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP	(Fillotype hame and the or office, it ally)	(206) 378-4132
18 West Mercer St., Ste. 400	D-1- 00/00/0000	e-mail
Address Seattle, WA 98119	Date 08/02/2022	multhaup@workerlaw.com
		1 0

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	19-CA-301179	Date Filed 8/11/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurring	ıg.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Starbucks Corporation		(206) 318-2212
Staroucks Corporation		c. Cell No.
		f. Fax. No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	g. e-mail
Seattle, WA 98134		hschultz@starbucks.com
2344 Eastlake Ave E		
Seattle WA, 98102		h. Number of workers employed 15
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the		8(a), subsections (1) and (5) of the of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor prac	tices)
Within the past six months the Employer h	_	_
away union pins and materials and instruct	•	•
including in break areas, in violation of est	ablished past practice, without bargaining	with the Union.
3. Full name of party filing charge (if labor organization, gi	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
Workers United		(646) 448-6414
22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail rminter@pjbwu.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit /to be filled in w	010
3. Full harne of hational of international labor organization	of which it is an anniate of constituent unit (to be fined in w	Their charge is filed by a labor organization,
Service Employees International Union		
	ARATION	Tel. No.
	ve charge and that the statements by knowledge and belief.	(206) 257-6001
digital to the best of my knowledge and belief.		Office, if any, Cell No.
7000	Marina Multhaup, Attorney	
(signature of représentative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 279 4122
Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>08/11/2022</u>	e-mail multhaup@workerlaw.com
•		mannaup@workeriaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-301884	8/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged untair labor practice occurred or is occul	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. (206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
2401 Utah Avenue, Suite 800	Haward Sabultz, CEO	g. e-mail
Seattle, WA 98134	Howard Schultz, CEO	hschultz@starbucks.com
		h. Number of workers employed
		approx. 500
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meaning	on 8(a), subsections (1), (3) and (5) of the ng of the Act, or these unfair labor practices
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pr	ractices)
Within the past six months, the Employer stores, it threatened to not allow unionize was completed when the status quo had store was shut down.	ed workers to transfer or borrow to other	stores until effects bargaining
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
		(646) 448-6414
22 South 22 nd St		4c. Cell No.
Philadelphia, PA 19103		
i inidacipina, 171 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
Full name of national or international labor organization	of which it is an affiliate or constituent unit /to be filled in	C13 C
Service Employees International Union		Times charge to med by a labor organization,
	ARATION	Tel. No.
I declare that Thave read the above charge and that the statements are true to the best of my knowledge and belief.		(206) 257-6001
are true to trie best of the	ly knowledge and belief.	Office, if any, Cell No.
10m/ 10	Marina Multhaup, Attorney	-
(signature of refresentative or person making charge)	(Print/type name and title or office, if any)	Fax No. (206) 378 4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400		(206) 378-4132
Address Seattle, WA 98119	Date <u>08/22/2022</u>	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	19-CA-302067	8/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurrin	g.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
		(206) 318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	1
a. Hadrood (on oot, only, state, and 211 code)		g. e-mail
2401 Utah Avenue, Suite 800	Howard Schultz, CEO	hschultz@starbucks.com
Seattle, WA 98134		
,		h. Number of workers employed
		Est. 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
	ging in unfair labor practices within the meaning of section ices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pract	ices)
Within the last six months, the Employer v	violated the Act by refusing to allow memb	ers of the Union's bargaining
committee who were unable to participate	in bargaining over a temporary store closus	re in Eugene, Oregon in
person to participate virtually through Zoo	m, notwithstanding the Employer's past pra	actice of permitting such
virtual participation.		
Full name of party filing charge (if labor organization, given the second	ive full name, including local name and number)	
Workers United	ve full flame, including local flame and flumber)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
• ′		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in w	()13 C
Service Employees International Union		
6. DECL	ARATION	Tel. No.
	ve charge and that the statements	(206) 257-6001
are true to the best of m	y knowledge and belief.	Office, if any, Cell No.
1/1 HA		
10m/ 10	Marina Multhaup, Attorney	Fax No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	(206) 378-4132
Barnard Iglitzin & Lavitt LLP		e-mail
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 8/25/2022	multhaup@workerlaw.com
		- ·

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	40.04.00000	Date Filed
	19-CA-303293	9/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 206-318-2212
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	q. e-mail
12235 N Center Ave, Portland, OR 97217	Howard Schultz, CEO	hschultz@starbucks.com
Tordana, Orcoren		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and beverage	-
The above-named employer has engaged in and is engaged. National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	ices are practices affecting commerce within the meanir	
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pra	actices)
Within the past six months, the Employer (1) r (b) (6). (b) (7)(C) by discriminatorily enforcing a		
stringent dress code enforcement system at th	e Jantzen Beach store and did not notify or	bargain with the Union over the
change of enforcement, and (3) violated (b) (6), (b) (7)(C) Weingarten rights by denying	union representation during
an investigatory interview over a dress code vi		_
3. Full name of party filing charge (if labor organization, gi Workers United	ve full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. 646-448-6414
22 South 22 nd Street, Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. 212-575-9065
		4e. e-mail rminter@pjbwu.rog
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
	ARATION //e charge and that the statements	Tel. No. (206) 257 6007
My sa Tour	Alyssa Garcia, Attorney	Office, if any, Cell No.
(signatu e of representative or erso making charge) Barnard Iglitzin & Lavitt LLP	(Print/type name and title or office, if any)	Fax No. 206-378-4132
18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date09/13/2022	Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
^{Case} 22-CA-304521	Och Filed 2022	

INSTRUCTIONS:

File an original with NERB Regional Director for the region in	which the alleged unial labor practice occurred or is occurr	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
Specific Store Addresses listed in	Howard Schultz, CEO	hschultz@starbucks.com
Attachment B	Howard Schutz, CEO	inscriutiz@staroticks.com
		h. Number of workers employed
		Approx. 60
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged National Labor Relations Act, and these unfair labor practiant are practices affecting commerce within the meaning of the	tices are practices affecting commerce within the meaning	
See Attachments A and B.		
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	n of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
	ARATION	Tel. No.
	ve charge and that the statements ny knowledge and belief.	(206) 257-6001
All Asset of the best of the	.,	Office, if any, Cell No.
10mp 116	Marina Multhaup, Attorney	
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date <u>10/03/2022</u>	e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

- 1. Store #08964 located at 1081 Whitehorse Mercerville Rd, Hamilton Twp, NJ 08610
- 2. Store #07853 located at 800 A Denow Rd, Pennington, NJ 08534
- 3. Store #48809 located at 2 Beechwood Rd, Summit, NJ 07901

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	25-CA-304571	10/03/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Starbucks Corporation		(206) 318-2212
Statoucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
C20.31 .41 .41 .C. II .C.00.12	Harmand Calculate CEO	g. e-mail
620 Northwest Hwy, Cary, IL 60013	Howard Schultz, CEO	hschultz@starbucks.com
(Store #29259)		h. Number of workers employed
		Approx. 20
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	11
Coffee Shop	Food and Beverage	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sect	ion 8(a), subsections (1) and (5) of the
National Labor Relations Act, and these unfair labor pract are practices affecting commerce within the meaning of the	tices are practices affecting commerce within the mean	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	ractices)
Within the past six months, on a nationwide basis,		
at the store located at 620 Northwest Hwy, Cary, I		
by the Union; 2) not providing a single bargaining of information; and/or 4) providing unlawfully lim		
of information, and/of 4) providing unlawfully lim	inted information without a legitimate basis for of	bjection.
The above unlawful behaviors have made it impos	sible to begin bargaining a contract at this store.	
The Union requests 10(j) relief in this charge.		
The omon requests rouj rener in ans charge.		
3. Full name of party filing charge (if labor organization, g	ive full name, including local name and number)	
Workers United		
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
		(646) 448-6414
Workers United		4c. Cell No.
22 South 22 nd St		
Philadelphia, PA 19103		4d. Fax No.
		(215) 575-9065
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
Service Employees International Union		
	ARATION	Tel. No.
	ve charge and that the statements ny knowledge and belief.	(206) 257-6001
are true to the best of the	ny knowledge and belief.	Office, if any, Cell No.
10/n/10	Marina Multhaup, Attorney	_
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Barnard Iglitzin & Lavitt LLP		(206) 378-4132
18 West Mercer St., Ste. 400		e-mail
Address Seattle, WA 98119	Date10/03/2022	multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
27-CA-296209	Date Filed 5/23/2022	

INSTRUCTIONS:

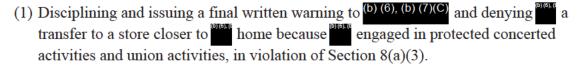
File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

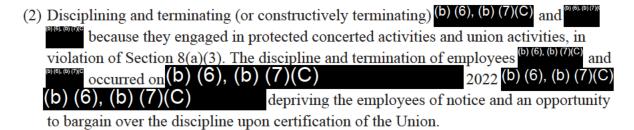
File an original with NERB Regional Director for the region in	which the alleged unital labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation		b. Tel. No. 303-575-6753
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	.,
303 16th Street Ste. 100	(b) (6), (b) (7)(C)	g. e-mail
Denver, CO 80202		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Coffee	
The above-named employer has engaged in and is enga	I ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) (3)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act. or these unfair labor practices are pra	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		3
Basis of the Charge (set forth a clear and concise state)	ement of the facts constituting the alleged unfair labor i	practices)
- '	,	
See Attachment.		
3. Full name of party filing charge <i>(if labor organization, g</i> Chicago & Midwest Regional Joint Board, Worker	ive full name, including local name and number) rs United/SEIU	
4a. Address (Street and number, city, state, and ZIP code	- 9)	4b. Tel. No.
		312-378-6100
333 Ashland Ave. Chicago, Illinois 60607		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Workers United/SEIU	ı of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
		7.1
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. 312-372-1361
A A A A A A A A A A A A A A A A A A A	Elizabeth L. Rowe, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Dowd, Bloch, Bennett, Cervone, Auerbac		e-mail
Address 8 S. Michigan Ave., 19th Fl., Chicago, IL 60603 Date May 23, 2022		erowe@laboradvocates.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Attachment to Charge Against Starbucks Corporation

Within the past six months, Starbucks has interfered with, restrained, and coerced its employees in the exercise of Section 7 rights by:





- (3) Implementing new and/or stricter and discriminatory enforcement of workplace policies.
- (4) Surveilling and/or creating the impression that employees' union activities were under surveillance through increased and unnecessary review of security camera footage of employees.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights by Starbucks' illegal activity, which is increasing in aggression and severity daily.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	27-CA-297804	6/17/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 303-575-6753
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
303 16th St., Ste. 100 Denver, CO 80202	(b) (6), (b) (7)(C)	g. c-maii
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Coffee	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sectio	n 8(a), subsections (1) and
(list subsections) (3)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practi	ices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pra	actices)
Within the past six months, Starbucks has interfered Section 7 of the Act by unlawfully by: (1) terminate activities; (2) more strictly and discriminatingly en protected concerted and union activities; and (3) do bargain over discipline following certification of prevent irreparable destruction of employee rights	ting employee (b) (6). (b) (7)(C) because engaged in forcing workplace attendance rules against (b) (6). (c) (7)(C) and the Union of notice, report the Union. The Union seeks injunctive relief un by Starbucks' illegal activity, which is increasing	protected concerted and union (7)(C) because engaged in presentation, and an opportunity to der Section 10(j) of the Act to
3. Full name of party filing charge (if labor organization, g. Chicago & Midwest Regional Joint Board, Worker	ive full name, including local name and number) rs United/SEIU	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 312-378-6100
333 Ashland Ave. Chicago, Illinois 60607		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Workers United/SEIU	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 312-372-1361
are true to the best of m	ny knowledge and belief. Elizabeth L. Rowe, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Dowd, Bloch, Bennett, Cervone, Auerbac Address 8 S. Michigan Ave., 19th Fl., Chicago, IL		e-mail erowe@laboradvocates.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
27-CA-297804	8/30/2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurrir	ng.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 303-575-6753
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
303 16th St., Ste. 100 Denver, CO 80202	(b) (6), (b) (7)(C)	
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Coffee	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and
(list subsections) (3)	of the National Labor R	elations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	es affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
Within the past six months, Starbucks has interfere Section 7 of the Act by: (1) terminating employee strictly and discriminatingly enforcing workplace ractivity; and (3) holding level-setting meetings wit seeks injunctive relief under Section 10(j) of the A activity, which is increasing in aggression and several section 10(j) of the A activity, which is increasing in aggression and several section 10(j) of the A activity.		e exercise of rights protected by erted and union activity; (2) more rotected concerted and union concerted activities. The Union
3. Full name of party filing charge (if labor organization, g. Chicago & Midwest Regional Joint Board, Worker	ive full name, including local name and number) rs United/SEIU	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 312-378-6100
333 Ashland Ave. Chicago, Illinois 60607		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Workers United/SEIU	n of which it is an affiliate or constituent unit (to be filled in w	then charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. 312-372-1361
The first of the best of the	Elizabeth L. Rowe, Attorney	Office, if any, Cell No. 312-801-8833
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Dowd, Bloch, Bennett, Cervone, Auerbac 8 S. Michigan Ave., 19th Fl., Chicago, IL		e-mail erowe@laboradvocates.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	27-CA-298005	6/22/2022

INSTRUCTIONS:

The an original with NERD Regional Director for the region in	which the alleged unfair labor practice occurred or is occu	rring.
1. EMPI	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 801-359-8132
Starbucks Corporation		c. Cell No.
	T	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
421 E 400 St. Salt Lake City, UT 84111	(b) (6), (b) (7)(C)	g ···
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Coffee	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of secti	on 8(a), subsections (1) and
(list subsections) (5)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the memeraning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are prac	tices affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	ractices)
Within the past six months, Starbucks has interfer Section 7 of the Act by unlawfully by implementing by the Union and by disciplining or threatening didress code policy, Starbucks has also violated Sec matter.	ng a stricter dress code policy following the employees under the stricter policy. Be scipline of employees under the stricter policy. Be scipling to the stricter policy of the stricter policy of the stricter policy.	oyees' vote in favor or representation By unilaterally implementing the new
3. Full name of party filing charge (if labor organization, g Chicago & Midwest Regional Joint Board, Worke	rive full name, including local name and number) rs United/SEIU	
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No. 312-378-6100
333 Ashland Ave. Chicago, Illinois 60607		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organizatio Workers United/SEIU	n of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
	ARATION ove charge and that the statements	Tel. No. 312-372-1361
are true to the best of r	ny knowledge and belief. Elizabeth L. Rowe, Attorney	Office, if any, Cell No. 301-801-8833
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Dowd, Bloch, Bennett, Cervone, Auerba Address 8 S. Michigan Ave., 19th Fl., Chicago, II		e-mail erowe@laboradvocates.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	27-CA-298005	6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 801-359-8132
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
421 E. 400 St. Salt Lake City, UT 84111	(b) (6), (b) (7)(C)	
		h. Number of workers employed 25
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Coffee	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections)	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are pra	ctices affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor p	practices)
Within the past six months, Starbucks has interfere Section 7 of the Act by (1) implementing a stricter protected by Section 7 of the Act and in order to di (2) by threatening employees with discipline in retaining employees.	dress code policy that unlawfully prohibits employees from engaging in Union ar aliation for their Union and/or protected concert	ployees from engaging in speech ad/or protected concerted activity and
3. Full name of party filing charge (if labor organization, g. Chicago & Midwest Regional Joint Board, Worker	ive full name, including local name and number) rs United/SEIU	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No. 312-378-6100
333 Ashland Ave. Chicago, Illinois 60607		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Workers United/SEIU	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
lydeclare that I have read the abo	ARATION ve charge and that the statements	Tel. No. 312-372-1361
are true to the best of m	ny knowledge and belief. Elizabeth L. Rowe, Attorney	Office, if any, Cell No. 301-801-8833
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Dowd, Bloch, Bennett, Cervone, Auerbac Address 8 S. Michigan Ave., 19th Fl., Chicago, IL		e-mail erowe@laboradvocates.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	27-CA-298017	6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occurr	ring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 303-388-8367
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
5835 Leetsdale Dr. Denver, CO 80224	J. Joseph, Store Manager	g. o maii
		h. Number of workers employed 2
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Coffee	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of sectio	n 8(a), subsections (1) and
(list subsections) $(3), (4), (5)$	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the past six months, Starbucks has interfere Section 7 of the Act by (1) implementing new and and without giving notice or an opportunity to the interrogating employees about Starbucks' policies employees from engaging in protected concerted a protected concerted activity and union activities an injunctive relief under Section 10(j) of the Act to p	ed with, restrained, and coerced its employees in the stricter policies following the employees' vote in a Union to bargain over the matters; (2) increasing a to create an environment of fear and intimidation activities; and (3) by terminating employee (b) (6), and because (b) (a) provided testimony to the Board ag	favor or representation by the Union management presence at the store and to interfere with and discourage (b) (7)(C) because engaged in trainst Starbucks. The Union seeks
3	1 1 7 5	, ,
3. Full name of party filing charge (if labor organization, g. Chicago & Midwest Regional Joint Board, Worker	ive full name, including local name and number) rs United/SEIU	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. 312-378-6100
333 Ashland Ave. Chicago, Illinois 60607		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Workers United/SEIU	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements	312-372-1361
are true to the best of m	ny knowledge and belief. Elizabeth L. Rowe, Attorney	Office, if any, Cell No. 301-801-8833
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Dowd, Bloch, Bennett, Cervone, Auerbac	ch & Yokich LLP	e-mail
Address 8 S. Michigan Ave., 19th Fl., Chicago, IL	. 60603 Date June 22, 2022	erowe@laboradvocates.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	27-CA-298042	6/21/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occu-	rring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No. 801-943-4724
Starbucks Corporation		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
7025 S. Highland Dr. Cottonwood Heights, Utah 84121	(b) (6), (b) (7)(C)	
		h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Coffee	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	on 8(a), subsections (1) and
(list subsections) (5)	of the National Labor	r Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are prac	ctices affecting commerce within the
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor pr	ractices)
Within the past six months, Starbucks has interfere Section 7 of the Act by unlawfully by implementing by the Union. By unilaterally implementing the new or an opportunity to the Union to bargain over the	ng a stricter dress code policy following the employed dress code policy, Starbucks has also violated	oyees' vote in favor or representation
3. Full name of party filing charge (if labor organization, g Chicago & Midwest Regional Joint Board, Worker	ive full name, including local name and number) rs United/SEIU	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. 312-378-6100
333 Ashland Ave. Chicago, Illinois 60607		4c. Cell No.
		4d. Fax No.
		4e. e-mail
5. Full name of national or international labor organization Workers United/SEIU	n of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements	312-372-1361
are true to the best of n	ny knowledge and belief. Elizabeth L. Rowe, Attorney	Office, if any, Cell No. 312-801-8833
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Dowd, Bloch, Bennett, Cervone, Auerbac Address 8 S. Michigan Ave., 19th Fl., Chicago, IL		e-mail erowe@laboradvocates.com
		- 510 11 0 to 5100 0 100 1 0 0 to 60 0 0 100 100 100 100 100 100 100 100

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-297559	June 13, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		ing.
	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer		b. Tel. No.
Starbucks Corporation		(623) 872-1658
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
10585 W Indian School Road Phoenix, AZ 85392	(b) (6), (b) (7)(C)	g. e-mail ^{றஞ்.முர்ர்க} @starbucks.com
		h. Number of workers employed 20+
i. Type of Establishment (factory, mine, wholesaler, etc.) Retails store	j. Identify principal product or service Coffee	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of section	n 8(a), subsections (1) and
(list subsections) (3)	of the National Labor F	Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practi	ces affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pra	actices)
Within the past six months, the Employer, by its o membership and activities in support of Workers U alleged incorrect (b) (6), (b) (7)(C).	Jnited, a labor organization, by excessively discip	lining and discharging or
3. Full name of party filing charge (if labor organization, go Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
22 South 22nd Street, Philadelphia PA 19104		646 448 6414
		4c. Cell No.
		4d. Fax No.
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in	when charge is filed by a labor organization)
SEIU		
I declare that I have read the about	ARATION ve charge and that the statements by knowledge and belief.	Tel. No.
Robert S. Giolito	Robert S. Giolito, Attorney	Office, if any, Cell No. 310 897 1082
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 1626 Montana Av, Ste 201, Santa Monic	a CA 90403 Date 6/13/2022	e-mail rgiolito@giolitolaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-297559	August 2, 2022	

File an original with NLRB Regional Director for the		
1. E	EMPLOYER AGAINST WHOM CHARGE IS BROU	UGHT
a. Name of Employer		b. Tel. No.
Starbucks Corporation		(623) 872-1658
		c. Cell No.
		3. 331113.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.
10585 W Indian School Road	(b) (6), (b) (7)(C)	
		g e-mail
Phoenix, AZ 85392		(b) (6), (b) (7)(C)
		g. e-mail (b) (b) (7)(C) @starbucks.com
		The Trainbor of Tromors Employed
i Typo of Establishment /feetam: mins	i Idontifu Dringinal Product on Comin	20+
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service	
wholesaler, etc.)	0-"-	
Retail Store	Coffee	
I. The above-named employer has engaged in and		
(5) of the National Labor Relations Act, and these u		
unfair labor practices are practices affecting comme		
2. Basis of the Charge (set forth a clear and concis		·
Within the past six months, the Employ	ver, by its officers and agents, has discrir	minated against its employee (b) (6), (b) (7)(c)
(b)(6)(b)(7)(C) by discharging (b)(6)(b)	union activities, and/or to discourage	ne such activities
by discharging because of	union activities, and/or to discourag	go suon aonvin es .
Within the past six months, the Employ	er, by its officers and agents, failed to a	fford the Union notice and an
opportunity to bargain concerning (b)		
opportunity to bargain concerning (b)	of (b) (b) (l) discharge.	
By the above, and other acts, the Empl	loyer has interfered with, restrained, and	d coerced its employees in the exercise
I of rights protected by Section 7 of the A	ACT.	
of rights protected by Section 7 of the A	ACI.	
of rights protected by Section 7 of the A	ACT.	
of rights protected by Section 7 of the A	ACT.	
of rights protected by Section 7 of the A	ACT.	
,		oher)
Full name of party filing charge (if labor organiza)		nber)
Full name of party filing charge (if labor organiza Workers United	ition, give full name, including local name and num	
Full name of party filing charge (if labor organiza Workers United Address (Street and number, city, state, and Zli	ition, give full name, including local name and num	4b. Tel. No.
3. Full name of party filing charge (<i>if labor organiza</i> Workers United 4a. Address (<i>Street and number, city, state, and Zli</i> 22 South 22nd Street	ition, give full name, including local name and num	4b. Tel. No. (646)448-6414
Full name of party filing charge (if labor organiza Workers United Address (Street and number, city, state, and Zli	ition, give full name, including local name and num	4b. Tel. No.
3. Full name of party filing charge (<i>if labor organiza</i> Workers United 4a. Address (<i>Street and number, city, state, and Zli</i> 22 South 22nd Street	ition, give full name, including local name and num	4b. Tel. No. (646)448-6414 4c. Cell No.
3. Full name of party filing charge (<i>if labor organiza</i> Workers United 4a. Address (<i>Street and number, city, state, and Zli</i> 22 South 22nd Street	ition, give full name, including local name and num	4b. Tel. No. (646)448-6414
3. Full name of party filing charge (<i>if labor organiza</i> Workers United 4a. Address (<i>Street and number, city, state, and Zli</i> 22 South 22nd Street	ition, give full name, including local name and num	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No.
3. Full name of party filing charge (<i>if labor organiza</i> Workers United 4a. Address (<i>Street and number, city, state, and Zli</i> 22 South 22nd Street	ition, give full name, including local name and num	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail
S. Full name of party filing charge (<i>if labor organiza</i> Workers United 4a. Address (<i>Street and number, city, state, and Zli</i> 22 South 22nd Street Philadelphia, PA 19103	ntion, give full name, including local name and num	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org
3. Full name of party filing charge (<i>if labor organiza</i> Workers United 4a. Address (<i>Street and number, city, state, and Zli</i> 22 South 22nd Street	ntion, give full name, including local name and num	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org
S. Full name of party filing charge (<i>if labor organiza</i> Workers United 4a. Address (<i>Street and number, city, state, and Zli</i> 22 South 22nd Street Philadelphia, PA 19103	ntion, give full name, including local name and num	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zla 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organization)	ntion, give full name, including local name and num	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organization) SEIU	ntion, give full name, including local name and num P code) nization of which it is an affiliate or constituent unit	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organ organization) SEIU 6. DECL	ntion, give full name, including local name and num P code) nization of which it is an affiliate or constituent unit	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org (to be filled in when charge is filed by a labor
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organ organization) SEIU 6. DECLA	ntion, give full name, including local name and num P code) nization of which it is an affiliate or constituent unit	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org (to be filled in when charge is filed by a labor Tel. No.
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organ organization) SEIU 6. DECLA I declare that I have read the above charge arknowledge.	ntion, give full name, including local name and nume. P code) nization of which it is an affiliate or constituent unit. ARATION nd that the statements are true to the best of my	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org (to be filled in when charge is filed by a labor
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organ organization) SEIU 6. DECLA I declare that I have read the above charge arknowledge.	ntion, give full name, including local name and nume. P code) nization of which it is an affiliate or constituent unit. ARATION and that the statements are true to the best of my e and belief.	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org (to be filled in when charge is filed by a labor Tel. No. Office, if any, Cell No.
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organ organization) SEIU 6. DECLA I declare that I have read the above charge are knowledge. Robert S. Giolito	ntion, give full name, including local name and nume. P code) ARATION Indicate the statements are true to the best of my e and belief. Robert S. Giolito, Attorney	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org (to be filled in when charge is filed by a labor Tel. No. Office, if any, Cell No. (310)897-1082
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organ organization) SEIU 6. DECLA I declare that I have read the above charge arknowledge.	ARATION nd that the statements are true to the best of my e and belief. Robert S. Giolito, Attorney (Print/type name and title or office, if	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org (to be filled in when charge is filed by a labor Tel. No. Office, if any, Cell No.
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organization) SEIU 6. DECLA I declare that I have read the above charge arknowledge Robert S. Giolito (signature of representative or person making charges)	ARATION and that the statements are true to the best of my e and belief. Robert S. Giolito, Attorney (Print/type name and title or office, if any)	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org (to be filled in when charge is filed by a labor Tel. No. Office, if any, Cell No. (310)897-1082 Fax No.
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organization) SEIU 6. DECLA I declare that I have read the above charge arknowledge Robert S. Giolito (signature of representative or person making charge and Address: 1626 Montana Ave., Ste 20	ARATION Indication of which it is an affiliate or constituent unit when the statements are true to the best of my e and belief. Robert S. Giolito, Attorney (Print/type name and title or office, if any) Date:	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org (to be filled in when charge is filed by a labor Tel. No. Office, if any, Cell No. (310)897-1082 Fax No. e-mail
3. Full name of party filing charge (if labor organiza Workers United 4a. Address (Street and number, city, state, and Zli 22 South 22nd Street Philadelphia, PA 19103 5. Full name of national or international labor organization) SEIU 6. DECLA I declare that I have read the above charge arknowledge Robert S. Giolito (signature of representative or person making charges)	ARATION and that the statements are true to the best of my e and belief. Robert S. Giolito, Attorney (Print/type name and title or office, if any)	4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. 4e. e-mail rminter@pjbwu.org (to be filled in when charge is filed by a labor Tel. No. Office, if any, Cell No. (310)897-1082 Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-302232	August 25, 2022	

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No.	
Starbucks Corporation		480-340-1926	
Staroteks Corporation		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail	
1222 S. Crismon Road, Mesa, AZ 85209	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) @starbucks.com	
		h. Number of workers employed 20+	
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store	j. Identify principal product or service Coffee		
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of section	8(a), subsections (1) and	
(list subsections) (3) and (5)	of the National Labor R	Relations Act, and these unfair labor	
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are practic	ces affecting commerce within the	
meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state	ment of the facts constituting the alleged unfair labor pract	ctices)	
Within the past six months, the Employer, by its officers and agents, has discriminated against employee (b) (6), (b) (7)(C) by disciplining because of support for Workers United, a labor organization, and has failed and refused to bargain with Workers United, the certified representative of the Employer's employees, by unilaterally changing and imposing more severe discipline regarding its call-out practices, and by disciplining employees for conduct that allegedly violated the practices without giving prior notice to the Union and without affording the Union an opportunity to bargain with respect to the practices and/or the effects of the practice.			
Full name of party filing charge (if labor organization, gawarders United)	ive full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.	
22 South 22nd St, Philadelphia PA 16103		646 448 6414	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail	
		rminter@pjbwu.org	
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled in v	when charge is filed by a labor organization)	
SEIU			
I declare that I have read the abo	ARATION ve charge and that the statements by knowledge and belief.	Tel. No.	
Robert S. Giolito Robert S. Giolito, Attorney		Office, if any, Cell No. 310 897 1082	
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No.	
Address 1626 Montana Av Ste 201, Santa Monica CA 90403 Date 8/25/2022		e-mail rgiolito@giolitolaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
29-CA-302964	9/8/2022		

	EMPLOYER AGAINST WHOM CHARGE IS BROUG	3HT
a. Name of Employer		b. Tel. No.
Starbucks Corporation		206-318-2212
'		c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	f. Fax No.
22-28 31st Street, Queens, NY	Howard Schultz, President & CEO	
11105	hschultz@starbucks.com	g. e-mail
		See at left
	(b) (6), (b) (7)(C)	h. Number of Workers Employed
	(b) (6), (b) (7)(c) starbucks.com	25
i. Type of Establishment (factory, mine,	j. Identify Principal Product or Service	
wholesaler, etc.)	j. Identity i filicipal i foddet of Service	
	Food and haverers retail	
Coffee Shop	Food and beverage retail	
The above named employer has engaged in and	I I is engaging in unfair labor practices within the mea	ning of section 8(a) subsections (1) and (3) of
	labor practices are practices affecting commerce wi	
	vithin the meaning of the Act and the Postal Reorgar	
	se statement of the facts constituting the alleged unt	
See attached.		
3. Full name of party filing charge (if labor organiza	ation, give full name, including local name and numb	er)
Workers United		
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No.
		267-709-4037
22 South 22nd Street, Level M		4c. Cell No.
Philadelphia, PA 19103		
Timadelphia, TA 10100		4d. Fax No.
		4e. e-mail
		richard.minter@workers-united.org
5. Full name of national or international labor organ	nization of which it is an affiliate or constituent unit (t	
organization)		
Workers United, a/w SEIU		
,		
6. DECL	ARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my		212-356-0257
knowledge and belief.		
Maire B Hahn		Office, if any, Cell No.
Plane Ottahn	Marie Hahn, Esq.	630-229-2112
(signature of representative or person making cl		Fax No.
	any)	
Address: Cohen, Weiss and Simon	LLP Date: 9/8/2022	e-mail
900 Third Ave. Suite 2100		mhahn@cwsny.com
New York, NY, 10022] ,
146W 10IK, 141, 10022		1

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

ATTACHMENT

Section 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- 1. On or about 2022, the above-named Employer failed and refused to bargain in good faith with the Union by discharging employee (b) (6), (b) (7)(C) without providing the Union notice or an opportunity to bargain over the decision to discipline or the extent of the discipline.
- 2. Since on or about before, 2022, the above-named Employer has failed and refused to bargain with the Union at its request over the discipline issued to (b) (6), (b) (7)(C) and the extent and effects of the discipline.
- 3. Within the past six months, the above-named Employer has failed and refused to provide relevant information requested by the Union on 2022, and again on 2022, regarding the discharge of employee

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INSTRUCTIONS: File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRIT	E IN THIS SPACE	
Case	Date Filed	
31-CA-280503	7/23/2021	

	1. EMPLOYER AGAINST WHOM CHARGE IS BRO	DUGHT	
a. Name of Employer		b. Tel. No.	
Starbucks Corporation d/b/a Starbucks Coffee Company		e, Cell No.	
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.	
300 N San Fernando Blvd Burbank, CA 91502 (b) (6), (b) (7)(C)		g. e-Mail	
		h. Dispute Location (City and State) Burbank, CA	
 Type of Establishment (factory, nursing home, hotel) Cafe 	j. Principal Product or Service Coffee and specialty drinks	k. Number of workers at dispute location About 25	
The above-named employer has engaged in and is Relations Act, and these unfair labor practices are processed.	engaging in unfair labor practices within the meaning of actices affecting commerce within the meaning of the Acticle Party III	section 8(a), subsections (1) of the National Labor ct, or these unfair labor practices are unfair practices	
affecting commerce within the meaning of the Act at 2. Basis of the Charge (set forth a clear and concise)	statement of the facts constituting the alleged unfair labor	or practices)	
each other. 3. Full name of party filing charge (if labor organiza (b) (6), (b) (7)(C)	tion, give full name, including local name and number)		
4a. Address (street and number, city, state, and ZIP c	ode)	4b. Tel. No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) 4c, Cell No.	
		4d. Fax No.	
		4c. c-Mail (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization	zation of which it is an affiliate or constituent unit (to be	filled in when charge is filed by a labor organization)	
DECLARATION I declare that I have read the above charge and	that the statements are true to the best of my	Tel. No. (b) (6), (b) (7)(C)	
knowledge and belief. (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.	
By: (sig	Print Name and Title	Fax No.	
Address: (b) (6), (b) (7)(C)	Date: 7/23/21	c-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	32-CA-300388	07-26-2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in		rring.
	OYER AGAINST WHOM CHARGE IS BROUGHT	h Tol Mo
a. Name of Employer		b. Tel. No. 831 464 8091
Starbucks Corporation		c. Cell No.
		C. Cell No.
		f. Fax. No.
		I. I da. INO.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
1955 41st Av, Capitola CA 95010	(b) (6), (b) (7)(C)	(b) (6). (b) (7)(C) @starbucks.com
		h. Number of workers employed 20+
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store	j. Identify principal product or service Coffee	
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of secti	on 8(a), subsections (1) and
(list subsections) (5)	of the National Labor	r Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are prac	ctices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	ractices)
Within the past six months, the Employer, by its o United, the certified representative of the Employer and employee shift times.		
Full name of party filing charge (if labor organization, g Workers United	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	9)	4b. Tel. No.
22 South 22nd St, Philadelphia PA 16103		646 448 6414
•		4c. Cell No.
		4d. Fax No.
		4e. e-mail
		rminter@pjbwu.org
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled i	in when charge is filed by a labor organization)
SEIU		
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No.
Robert S. Giolito Robert S. Giolito, Attorney		Office, if any, Cell No. 310 897 1082
(signature of representative of person making charge)	(Print/type name and title or office, if any)	Fax No.
Address 1626 Montana Av Ste 201, Santa Monica	a CA 90403 Date 7/26/2022	e-mail rgiolito@giolitolaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case 32-CA-301553	Date Filed 08-16-2022	

INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urrina
	OYER AGAINST WHOM CHARGE IS BROUGHT	urring.
a. Name of Employer Starbucks Corporation		b. Tel. No. (831) 247-2360
		c. Cell No.
Address (Oferst site state and 710 ands)	a Employer Depresentative	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 745 Ocean Street Santa Cruz, CA 95060	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store	j. Identify principal product or service Food and beverages	
The above-named employer has engaged in and is and (5) of the National Labor Relations Act, and the or these unfair labor practices are practices affecting	se unfair labor practices are practices affecting	commerce within the meaning of the Act,
 Starbucks has discriminatorily denied storn not yet formed a union. Starbucks has interfered with partners' right 		
Full name of party filing charge (if labor organization, gowern Workers United)	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 22 South 22 nd Street	9)	4b. Tel. No. (646) 448-6414
Philadelphia, PA 19103		4c. Cell No.
		4d. Fax No. (215) 575-9065
		4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization Service Employees International Union	of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
I declare that I have read the about	ARATION ve charge and that the statements by knowledge and belief.	Tel. No. (206) 257-6019
Jem Dozes	Julian Gonzalez, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 206-378-4132
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 08/16/2022	e-mail Gonzalez@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT